

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**TASHONDA HARMON**  
Claimant

**APPEAL 20A-UI-05859-HP-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**WESTAR FOODS INC**  
Employer

**OC: 04/05/20**  
**Claimant: Appellant (2)**

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Iowa Code § 96.5(1) – Voluntary Quitting  
Iowa Code § 96.5(2)a – Discharge for Misconduct

**STATEMENT OF THE CASE:**

Claimant Tashonda Harmon filed an appeal from a June 4, 2020 (reference 05) unemployment insurance decision that denied benefits based upon her voluntarily quitting work without good cause attributable to the employer, Westar Foods Inc. (“Westar”) on July 4, 2019. The parties were properly notified of the hearing. A telephone hearing was scheduled for July 15, 2020. In her appeal Harmon noted she had received wages equal to ten times her weekly benefit amount after her separation date. I took administrative notice of Harmon’s unemployment insurance benefits records maintained by Iowa Workforce Development.

**ISSUE:**

Has the claimant requalified for benefits since the separation from this employer?

**FINDINGS OF FACT:**

A decision was issued on June 4, 2020, finding Harmon was ineligible for unemployment insurance benefits because she voluntarily quit her employment with Westar on July 4, 2019. The decision notified Harmon she was disqualified from receiving unemployment benefits until she earned wages for insured work equal to ten times her weekly benefit amount after her separation date. Harmon appealed indicating she had earned ten times her weekly benefit amount since she quit her employment with Westar.

Having reviewed all the evidence in the record, the administrative law judge finds Harmon has requalified for benefits since her separation from Westar on July 4, 2019. At the time of her separation, Harmon’s weekly benefit amount was \$244.00. Since her separation from Westar at the start of the third quarter of 2019, Harmon was paid wages for insured work equaling ten times her weekly benefit amount.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes Harmon has requalified for benefits.

Iowa Code section 96.5(1)g provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

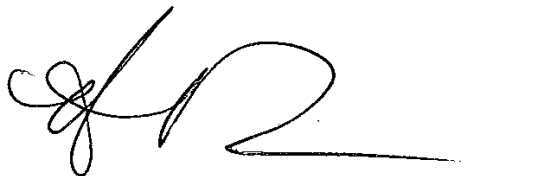
1. *Voluntary quitting.* If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department. But the individual shall not be disqualified if the department finds that:

g. The individual left work voluntarily without good cause attributable to the employer under circumstances which did or would disqualify the individual for benefits, except as provided in paragraph "a" of this subsection but, subsequent to the leaving, the individual worked in and was paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

At the time of her separation from Westar, Harmon's weekly benefit amount was \$244.00. Since her separation from Westar, Harmon was paid wages for insured work equaling ten times her weekly benefit amount. Accordingly, benefits are allowed and the account of Westar Foods Inc. (account number 355055-000) shall not be charged.

**DECISION:**

The June 4, 2020 (reference 05) unemployment insurance decision denying unemployment insurance benefits is reversed in favor of the claimant/appellant. Claimant has requalified for benefits since her July 4, 2019 separation from Westar Foods Inc. Benefits are allowed provided the claimant is otherwise eligible. The account of Westar Foods Inc. (account number 355055-000) shall not be charged.



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July 22, 2020  
Decision Dated and Mailed

hlp/scn