

IOWA WORKFORCE DEVELOPMENT
Unemployment Insurance Appeals Section
1000 East Grand—Des Moines, Iowa 50319
DECISION OF THE ADMINISTRATIVE LAW JUDGE
68-0157 (7-97) – 3091078 - EI

BRADLEY J BEX
802 E COUNTY LINE RD TRLR 99
DES MOINES IA 50320

DEERE & COMPANY DELAWARE
c/o TAX DEPT
JOHN DEERE RD
MOLINE IL 61265

Appeal Number: 04A-UI-00977-SWT
OC 01/12/03 R 02
Claimant: Appellant (1)

This Decision Shall Become Final, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to the **Employment Appeal Board, 4th Floor—Lucas Building, Des Moines, Iowa 50319.**

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

STATE CLEARLY

1. The name, address and social security number of the claimant.
2. A reference to the decision from which the appeal is taken.
3. That an appeal from such decision is being made and such appeal is signed.
4. The grounds upon which such appeal is based.

YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.

(Administrative Law Judge)

(Decision Dated & Mailed)

Section 96.5-1 - Voluntary Quit

STATEMENT OF THE CASE:

The claimant appealed an unemployment insurance decision dated January 7, 2004, reference 05, that concluded he voluntarily quit employment without good cause attributable to the employer. A telephone hearing was held on February 18, 2004. The parties were properly notified about the hearing. The claimant failed to participate in the hearing. Frank Wright participated in the hearing on behalf of the employer.

FINDINGS OF FACT:

The claimant worked full time for the employer as a welder from September 10, 2003 to November 18, 2003. He voluntarily quit his employment after he was transferred to a different work shift. The claimant was informed and understood at the time of hire that under the employer's policies, employees were subject to shift changes based on production needs.

REASONING AND CONCLUSIONS OF LAW:

The issue in this case is whether the claimant voluntarily quit employment without good cause attributable to the employer.

Iowa Code Section 96.5-1 provides:

An individual shall be disqualified for benefits:

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.

871 IAC 24.25(18) provides:

(18) The claimant left because of a dislike of the shift worked.

The claimant voluntarily quit employment without good cause attributable to the employer. He was informed at the time of hire that his shift could be changed based on production needs, which is what occurred in this case.

DECISION:

The unemployment insurance decision dated January 7, 2004, reference 05, is affirmed. The claimant is disqualified from receiving unemployment insurance benefits until he has been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible.

saw/b