

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**LATANARAE M ROSALES**  
Claimant

**STREAM INTERNATIONAL INC**  
Employer

**APPEAL NO. 14A-UI-08879-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 07/20/14**  
**Claimant: Respondent (1)**

Iowa Code § 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Employer filed an appeal from a decision of a representative dated August 18, 2014, reference 01, which held claimant eligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on September 15, 2014. Claimant participated with witnesses Tonya Mellick, and Joe Ginder. Employer participated by Bangone Chanthavong, Human Resource Generalist and Judith Easton, Senior Recruiter.

**ISSUE:**

The issue in this matter is whether claimant quit for good cause attributable to employer.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on July 1, 2014. Employer closed a business unit and laid claimant off. Employer usually offers its laid off workers a replacement job. Here employer opted to not offer claimant any further assignment and the termination of employment proceeded effective July 18.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge holds that the evidence has established that claimant voluntarily quit for good cause attributable to employer when employer terminated the employment relationship because of a business closing and reduction in force. Since employer did not offer claimant any further assignment this is a separation for good cause attributable to employer. Benefits allowed.

Iowa Code § 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.

**DECISION:**

The decision of the representative dated August 18, 2014, reference 01, is affirmed. Unemployment insurance benefits are allowed, provided claimant is otherwise eligible.

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Marlon Mormann  
Administrative Law Judge

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Decision Dated and Mailed

mdm/css