

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

ALDIJANA RADONCIC
Claimant

APPEAL NO. 08A-UI-07913-H

**ADMINISTRATIVE LAW JUDGE
DECISION**

EMPLOYEE & FAMILY RESOURCES
Employer

**OC: 07/13/08 R: 02
Claimant: Appellant (1)**

Section 96.5(1) – Quit

STATEMENT OF THE CASE:

The claimant, Aldijana Radoncic, filed an appeal from a decision dated August 27, 2008, reference 02. The decision disqualified her from receiving unemployment benefits. After due notice was issued, a hearing was held in Des Moines, Iowa, on October 7, 2008. The claimant participated on her own behalf. The employer, Employee and Family Resources, participated by Human Resources Director Keitha Boardman. Exhibits A and One were admitted into the record.

ISSUE:

The issue is whether the claimant quit work with good cause attributable to the employer.

FINDINGS OF FACT:

Aldijana Radoncic was employed by Employee and Family Resources from August 5, 1997 until June 27, 2008 as a full-time case manager. In late 2007 the claimant began to experience some anxiety and panic attacks, which she felt were related to her job. As a case manager, she had to deal directly with the family crises of various clientele. She was also not pleased to think a new supervisor had been appointed by management when the previous supervisor resigned, as she felt the job should have been open to applications from all employees. Company policy does state that managerial personnel will be appointed by the administration and not open to applications.

In the spring of 2008, Ms. Radoncic began talking about resigning her position due to the stress. Her supervisor and Human Resources Director Keitha Boardman met with her. It was suggested she take some time off, see her family physician, and also a counselor from the employee assistance program. The claimant's doctor recommended she take time off and the employer granted her request for May 29 through June 11, 2008, off. The doctor also prescribed medications to help her alleviate her problems but only recommended a "change in position" rather than a resignation from the employer.

The claimant submitted a verbal resignation at a staff meeting on or about May 14, 2008, stating she was resigning as a case manager. It was not her intention to quit Employee and Family

Resources, because she expected the employer would provide her with another position in recognition of her years of service. However, there was only one other position open at the time and although Ms. Radoncic applied for it, no decision had been made by the time she formally resigned effective June 23, 2008.

REASONING AND CONCLUSIONS OF LAW:

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.

The claimant quit her job as a case manager expecting to be provided with some other position within the company. This expectation was based on her belief she should have such accommodations based on her years of service and the quality of her work. The employer did not dispute that her job quality was good and her years of service were without any disciplinary actions, but there was only one other position open at the time. No one promised or guaranteed her another position within the company and when she resigned, it had the result of voluntarily terminating her employment altogether. The record establishes she did not have good cause attributable to the employer for quitting and she is disqualified.

DECISION:

The representative's decision of August 27, 2008, reference 02, is affirmed. Aldijana Radoncic is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount, provided she is otherwise eligible.

Bonny G. Hendricksmeier
Administrative Law Judge

Decision Dated and Mailed

bgh/kjw