

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

KENDI W YOUNG
Claimant

APPEAL NO. 10A-UI-03679-CT

**ADMINISTRATIVE LAW JUDGE
DECISION**

ADVENTURE LANDS OF AMERICA INC
Employer

OC: 02/07/10
Claimant: Appellant (1)

Section 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

Kendi Young filed an appeal from a representative's decision dated March 3, 2010, reference 01, which denied benefits based on her separation from Adventure Lands of America, Inc. After due notice was issued, a hearing was held by telephone on April 20, 2010. Ms. Young participated personally and offered additional testimony from Roger Young. The employer participated by Gary Pardekooper, Human Resources Director.

ISSUE:

At issue in this matter is whether Ms. Young was separated from employment for any disqualifying reason.

FINDINGS OF FACT:

Having heard the testimony and having reviewed all of the evidence in the record, the administrative law judge finds: Ms. Young was employed by Adventure Lands from April 20 until July 19, 2009. She worked in the kitchen for approximately 32 hours each week. Her husband was also an employee and the two rented a trailer from the employer to live in the worker camp on the grounds. One of the written rules for the trailer camp is that pets have to be on leashes.

On or about July 17, Ms. Young was advised that there had been a complaint regarding their cat and that the cat would have to be put on a leash. The Young's refused to put the cat on a leash because it has never been on one and is like a member of their family. On July 18, the employer received another complaint about the cat and notified the Young's that they would have to leave the trailer camp for not complying with the camp rule regarding pets. They were not fired from their jobs. Because the rent on the trailer was minimal and they could not afford to rent elsewhere in order to continue working, the Young's quit.

REASONING AND CONCLUSIONS OF LAW:

An individual who leaves employment voluntarily is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code

section 96.5(1). Ms. Young quit her employment with Adventure Lands because she could no longer afford the housing that would allow her to remain in her job. It is true that her quit was due to the fact that the employer evicted her from her housing. However, she knew that remaining in the trailer camp was conditioned on following the camp rules. It was her choice to leave the camp rather than putting her cat on a leash as required.

The administrative law judge concludes that Ms. Young's separation from Adventure Lands was not for good cause attributable to the employer within the intent and meaning of section 96.5(1). Accordingly, benefits are denied.

DECISION:

The representative's decision dated March 3, 2010, reference 01, is hereby affirmed. Ms. Young voluntarily quit her employment without good cause attributable to the employer. Benefits are denied until she has worked in and been paid wages for insured work equal to ten times her weekly job insurance benefit amount, provided she is otherwise eligible.

Carolyn F. Coleman
Administrative Law Judge

Decision Dated and Mailed

cfc/pjs