

**BEFORE THE  
EMPLOYMENT APPEAL BOARD  
Lucas State Office Building  
Fourth floor  
Des Moines, Iowa 50319**

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**KEVIN D REYNOLDS**

Claimant,

and

**TEXAS ROADHOUSE HOLDINGS LLC**

Employer.

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**HEARING NUMBER: 13B-UI-01578**

**EMPLOYMENT APPEAL BOARD  
DECISION**

**NOTICE**

**THIS DECISION BECOMES FINAL** unless (1) a **request for a REHEARING** is filed with the Employment Appeal Board within **20 days** of the date of the Board's decision or, (2) a **PETITION TO DISTRICT COURT IS FILED WITHIN 30 days** of the date of the Board's decision.

A **REHEARING REQUEST** shall state the specific grounds and relief sought. If the rehearing request is denied, a petition may be filed in **DISTRICT COURT** within **30 days** of the date of the denial.

**SECTION:** 96.5-2-A, 96.4-3

**DECISION**

**UNEMPLOYMENT BENEFITS ARE ALLOWED PURSUANT TO THE ADMINISTRATIVE LAW JUDGE'S DECISION**

The Claimant appealed this case to the Employment Appeal Board. The members of the Employment Appeal Board reviewed the entire record. The Appeal Board finds the administrative law judge's decision is correct. The administrative law judge's Findings of Fact and Reasoning and Conclusions of Law are adopted by the Board as its own. The administrative law judge's decision is **AFFIRMED**.

The Employment Appeal Board would also comment that the claimant needn't obtain an unconditional release to return to work in order to qualify for unemployment benefits.

Iowa Code section 96.4.3 provides:

An unemployed individual shall be eligible to receive benefits with respect to any week only if the department finds:

The individual is able to work, is available for work, and is earnestly and actively seeking work....

In addition, the law also provides that a person “...must be physically able and available for work, not necessarily in the individual’s customary occupation, but in some *reasonably suitable, comparable, gainful, full-time endeavor*... that is generally available in the labor market...” (Emphasis added.) See, 871 IAC 24.22(1)”b.”

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John A. Peno

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Monique F. Kuester

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Cloyd (Robby) Robinson

AMG/fnv