



Department of Inspections,
Appeals, & Licensing

Iowa Department of Inspections, Appeals, & Licensing
Administrative Hearings Division
6200 Park Avenue, Suite 100, East Entrance
Des Moines, IA 50321-1270

Appeal Decision

Claim Number:
[REDACTED]

Determination Number:
7396357

Appeal Filed By:
MERCEDES GARCIA

Appeal Filed Date:
09/15/2025

Appeals Bureau Docket:
2025146876-AT

[REDACTED]

APPEALS BUREAU DECISION OF ADMINISTRATIVE LAW JUDGE

Mail Date: November 21, 2025

Appellant

Claimant/Job Seeker: MERCEDES GARCIA
Claimant address: [REDACTED]

Appellee

Employer: Rem Iowa Community Services Inc
Employer address: [REDACTED]

Social Security Number: [REDACTED]

In regard to the appeal by MERCEDES GARCIA:

STATUTORY REFERENCE

Iowa Code § 96.5(2)a - Discharge for Misconduct

Iowa Code § 96.5(1) - Voluntary Quit

ISSUES STATEMENT

Did the employer discharge the claimant for disqualifying misconduct?

CASE HISTORY

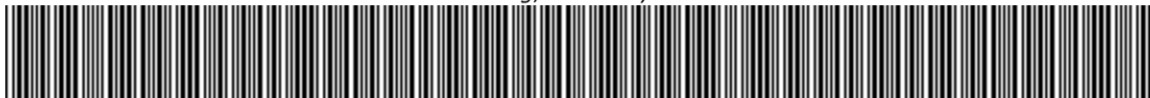
Iowa Workforce Development (IWD) issued an unemployment insurance (UI) decision dated September 16, 2025, which denied benefits. The claimant appealed to the Unemployment Insurance Appeals Bureau of the Iowa Department of Inspections, Appeals, & Licensing (DIAL). The agency issued due notice to the parties' last known addresses. The claimant participated. The employer participated by and through Karel Clark, hearing representative with Equifax; Lakesha Sheard, a program director with the employer; and Sommer Jones, a program director with the employer. Employer Exhibit A was admitted into evidence.

FINDINGS OF FACT

After careful consideration of the record, the administrative law judge makes the following findings:

Equal Opportunity:

Auxiliary aids and services are available upon request to individuals with disabilities. For deaf and hard of hearing, use Relay 711.



The employer employed the claimant in the full-time position of program supervisor from October 19, 2022, until September 3, 2025, when the employer discharged her.

Multiple witnesses testified in the hearing. The claimant testified on her own behalf. Jones and Heard testified on behalf of the employer. Jones presented one story. The claimant another. And Heard a third. The undersigned finds the claimant's testimony most credible.

The employer has a written policy regarding workplace violence and aggressive behavior. The employer provides a copy to new hires. On October 19, 2022, the claimant signed for receipt of the employee packet, including the policy, upon hire. The employer also requires periodic web-based trainings that staff must complete on various subjects. The employer includes training on its workplace violence and aggressive behavior in the rotation, though not annually.

The claimant testified that she did not have any prior issues regarding her behavior. Jones confirmed the claimant typically had a positive attitude and bubbly demeanor. And while Jones attempted to retcon a reference in a past reprimand to the claimant saying something was not her job as evidence of bad behavior, the reprimand did not cover this statement and was focused on the performance of job duties, which shows the employer did not determine it was behavior worth of disciplinary correction.

The employer also called attention to the email of September 11, 2025, from Krista Giguere, HR, employee relations manager, in which she states, "More than one staff expressed that they have experienced situations with [the claimant] in the past where [she was rude, aggressive and/or unwilling to participate in activities/duties with the PS group.]" This is hearsay, the credibility of which is undermined by the broad scope of the behavior described and the lack of accreditation to specific individuals. The fact that such behavior did not inform the decision to discharge the claimant, per the same email by Giguere, further undermines it as a basis for finding the claimant had behaved in a fashion similar to that alleged in the hearing before August 21, 2025.

The weight of the evidence shows the claimant typically had a positive attitude and bubbly demeanor in the workplace and that the employer did not take disciplinary action against her for any previous behavior issues. The evidence also shows that the claimant did not participate in certain activities with other staff of the employer by choice.

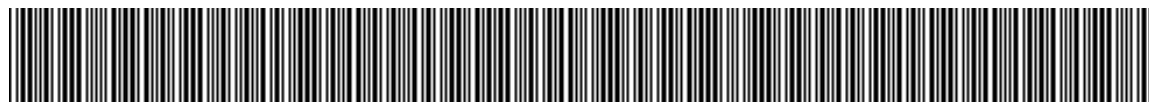
On August 21, 2025, Jones, Sheard, and the claimant were working in the office. Heard was going to be conducting a training. Staff were waiting in the common area for the training to start.

Staff was in the common area waiting for a training on medication. Other staff were working in their cubicles near the common area. The staff waiting were getting loud, so Heard asked everyone to lower their voices because they were being disruptive.

The claimant was working in her cubicle near the common area where the staff were waiting for training and being loud and disruptive. Jones went to the printer to pick up an item she had printed. Jones testified that the claimant made a comment about being sick of "these fake-ass bitches" being in the office, but this is incorrect.

The claimant testified she said she was tired of this "fake shit" because she felt like the employer was trying to exclude her because her outlook was more positive than hers. She disagreed with the way management treat people. The claimant felt they were draconian in the way they approached issuing written disciplinary actions.

Jones directed the claimant to come to her office. In the meeting, Jones sat on her desk and raised her voice to the claimant and



yelled. She alleged the claimant had a “sucky attitude” and “never helped anybody.” The claimant felt Jones was being aggressive toward her. Jones raised her voice, which caused the claimant to tap her fingers on the chair and feel intimidated. Jones’ yelling prompted her to yell in response. Heard testified that she told both Jones and the claimant to calm down, which helps show the claimant’s testimony was more accurate than that by Jones.

Jones testified that the claimant was being aggressive. But the evidence establishes the claimant was the shortest person there. Even if she wanted to be aggressive, she would not because everyone in the office was bigger than her and physically stronger. Even if the claimant was inclined to be aggressive, doing so was not in her self-interest for myriad reasons.

The evidence establishes it is more likely than not Jones was the aggressive and the claimant responded to her raised voice and aggressive tone. Jones’ accusations prompted the claimant to leave the office. Outside the door, the claimant raised her voice and asked the other workers who she had refused to help, as Jones had alleged. The claimant was addressing the employees working in their cubicles while standing in close proximity to one coworker who was sitting in her cubicle, who felt uncomfortable.

Heard asked the claimant to leave for the day. The claimant agreed. Heard walked the claimant out the door.

Jones contacted an HR manager about the situation and asked her what to do. The HR manager asked Jones to identify the staff in the office at that time and their contact information. HR investigated the claimant’s behavior. Per the Giguere email, the employer discharged the claimant “due to aggressive behavior [she] displayed and witnessed by others when she abruptly left the PD office and raised her voice to others as that created an uncomfortable and hostile environment.”

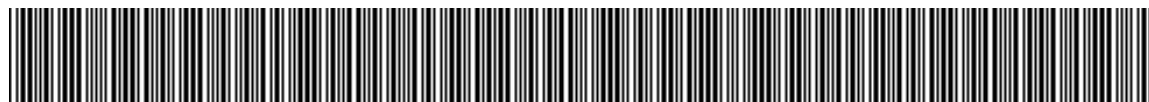
The reasons identified if the documentation of the claimant’s termination state the employer discharged her for violating the “Creating a Respectful Workplace” policy, which termination document represents as stating, “All employees are required to maintain respectful communications, cooperation, and dignity toward others at all times. Employees must exhibit conduct that reflects inclusion and professionalism during work and at all company-sponsored events.” The employer did not include a copy of this policy in its exhibits.

The termination document also states the claimant’s behavior violated its “Policy Against Workplace Violence,” which the termination document recites as stating, “Conduct that intimidates, threatens, or coerces another employee is prohibited. Hostile actions that create discomfort for staff and disrupt the workplace constitute workplace violence and are not tolerated.” The employer did include a copy of the actual “Policy Against Workplace Violence,” which states in pertinent part:

The Network is committed to preventing workplace violence and to maintaining a safe work environment for all. We have adopted the following guidelines to deal with intimidation, threats of violence, or violence that may occur during business hours, on Company premises, or while on Company business.

You and other persons with whom you may have contact while on Company time or Company business, should be treated with courtesy and respect at all times, Accordingly, you are expected to refrain from fighting, "horseplay," or other conduct that may be dangerous to you or to others. Unless otherwise expressly allowed by state or local law, you may not possess firearms, weapons, or other dangerous or hazardous devices or substances, including common items that may be used as weapons, on Company premises or while in the course and scope of your employment, including but not limited to while transporting individuals served in a personal vehicle.

Conduct that threatens, intimidates, or coerces another employee, individual served, contractor, vendor, or member of the public at any time, including off-duty periods, will not be allowed. Threats of or actual physical harm to yourself also will not be allowed.



All threats of (or actual) violence, both direct and/or indirect to you, should be reported as soon as possible to your immediate supervisor or Human Resources. This includes threats by employees, as well as threats by individuals served, vendors, solicitors, or other members of the public. When reporting a threat of violence, you should be as specific and detailed as possible. All suspicious individuals or activities should be reported as soon as possible to a supervisor and to the local police if the threat of violence is imminent or immediate safety is a concern. You should not place yourself in danger.

Examples of prohibited workplace conduct include, but are not limited to, the following:

- Hitting, shoving, or other physically aggressive actions toward others or yourself, even in jest
- Threats of harm against an individual or his/her family, friends, associates or property, or threats to harm yourself, even if in jest
- The intentional destruction or threat of destruction of Company property or the property of individuals we serve
- Persistent threatening phone calls, text messages or e-mails, even if in jest
- Surveillance or stalking
- Possession or use of firearms or weapons of any kind, including common items that may be used as weapons, unless authorized by the Company

The Network will promptly and appropriately investigate all reports of threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be shared only on a need-to-know basis. In order to maintain workplace safety and the integrity of any investigation, the Company may suspend employees, either with or without pay, pending investigation. Anyone determined to be responsible for threats of (or actual) violence or other conduct that is in violation of these guidelines, may be subject to prompt disciplinary action, up to and including termination of employment.

The text of the actual “Policy Against Workplace Violence” is different than how the termination document represents it. The policy is focused on acts of violence, which nobody alleges the claimant committed, and direct or indirect threats of violence, which the record shows the claimant did not make. While a coworker may have felt uncomfortable after the altercation instigated by Jones spilled out into the common work area, there is an insufficient basis in the evidence from which to find the claimant violated the employer’s “Policy Against Workplace Violence.”

The fact that the employer’s termination document so liberally stretches the substance of the plain text of its “Policy Against Workplace Violence” calls into question the termination document’s assertions regarding the employer’s “Creating a Respectful Workplace” policy. The fact that the employer did not include the text of this policy despite having ready access to it prevents a comparison of the termination documents assertions with the plain text of the policy. This undermines the credibility of the allegations in the termination document regarding the claimant’s alleged violation of the “Creating a Respectful Workplace” policy.

The claimant was unhappy on August 21, 2025. She made an ill-advised comment. Jones acted in an aggressive and disrespectful way toward the claimant when addressing her comment in the office. This instigated a disagreement that evolved into an altercation such that Heard advised both women to calm down. But by then, it was too late. The altercation spilled into the common work area when the claimant took umbrage with Jones’ allegation that she did not help her coworkers and the way she delivered the slight. She raised her voice and asked her coworkers who she did not help. It was an emotional outburst in response to unprofessional behavior by Jones.



There is an insufficient basis in the record from which to conclude the claimant violated employer policies. The termination document stretches the meaning of the plain text of that policy. The weight of the evidence shows the claimant did not violate the employer's "Policy Against Workplace Violence."

The stretching of the beyond the meaning of its text calls into question the other accusation in the termination documents regarding the "Creating a Respectful Workplace" policy. Unlike the "Policy Against Workplace Violence," the employer did not provide this policy, which prevents the undersigned from reading it and comparing the text to the assertions in the termination document. That makes the termination document hearsay, which undermines its credibility. The termination document's stretching of the text of the "Policy Against Workplace Violation" is fatal to the credibility of the hearsay contained in the termination document regarding the "Creating a Respectful Workplace" policy.

CONCLUSION OF LAW

For the reasons that follow, the administrative law judge concludes the claimant was discharged from employment for no disqualifying reason. Benefits are allowed.

Iowa Code section 96.5(2)(a) provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

2. Discharge for misconduct. If the department finds that the individual has been discharged for misconduct in connection with the individual's employment:

a. The disqualification shall continue until the individual has worked in and has been paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

Iowa Code section 96.5(2) states:

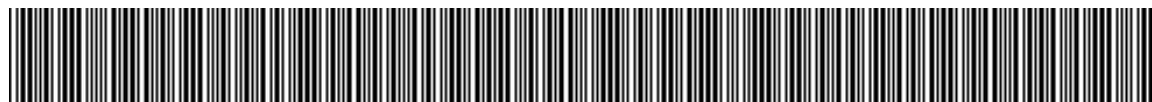
An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

2. Discharge for misconduct. If the department finds that the individual has been discharged for misconduct in connection with the individual's employment:

b. Provided further, if gross misconduct is established, the department shall cancel the individual's wage credits earned, prior to the date of discharge, from all employers.

c. Gross misconduct is deemed to have occurred after a claimant loses employment as a result of an act constituting an indictable offense in connection with the claimant's employment, provided the claimant is duly convicted thereof or has signed a statement admitting the commission of such an act. Determinations regarding a benefit claim may be redetermined within five years from the effective date of the claim. Any benefits paid to a claimant prior to a determination that the claimant has lost employment as a result of such act shall not be considered to have been accepted by the claimant in good faith.

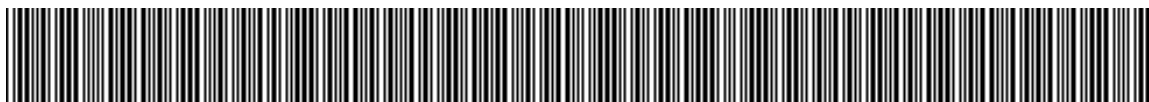
d. For the purposes of this subsection, "misconduct" means a deliberate act or omission by an employee that constitutes a material breach of the duties and obligations arising out of the employee's contract of employment. Misconduct is limited to conduct evincing such willful or wanton disregard of an employer's interest as is found in deliberate violation or disregard of standards of behavior which the employer has the right to expect of employees, or in carelessness or negligence of such degree of recurrence as to manifest equal culpability, wrongful intent or even design, or to show an intentional and substantial disregard of the employer's interests or of the employee's duties and



obligations to the employer. Misconduct by an individual includes but is not limited to all of the following:

- (1) Material falsification of the individual's employment application.
- (2) Knowing violation of a reasonable and uniformly enforced rule of an employer.
- (3) Intentional damage of an employer's property.
- (4) Consumption of alcohol, illegal or nonprescribed prescription drugs, or an impairing substance in a manner not directed by the manufacturer, or a combination of such substances, on the employer's premises in violation of the employer's employment policies.
- (5) Reporting to work under the influence of alcohol, illegal or nonprescribed prescription drugs, or an impairing substance in an off-label manner, or a combination of such substances, on the employer's premises in violation of the employer's employment policies, unless the individual is compelled to work by the employer outside of scheduled or on-call working hours.
- (6) Conduct that substantially and unjustifiably endangers the personal safety of coworkers or the general public.
- (7) Incarceration for an act for which one could reasonably expect to be incarcerated that result in missing work.
- (8) Incarceration as a result of a misdemeanor or felony conviction by a court of competent jurisdiction.
- (9) Excessive unexcused tardiness or absenteeism.
- (10) Falsification of any work-related report, task, or job that could expose the employer or coworkers to legal liability or sanction for violation of health or safety laws.
- (11) Failure to maintain any licenses, registration, or certification that is reasonably required by the employer or by law, or that is a functional requirement to perform the individual's regular job duties, unless the failure is not within the control of the individual.
- (12) Conduct that is libelous or slanderous toward an employer or an employee of the employer if such conduct is not protected under state or federal law.
- (13) Theft of an employer or coworker's funds or property.
- (14) Intentional misrepresentation of time worked or work carried out that results in the individual receiving unearned wages or unearned benefits.

The employer has the burden of proof in establishing disqualifying job misconduct. *Cosper v. Iowa Dep't of Job Serv.*, 321 N.W.2d 6, 11 (Iowa 1982). The issue is not whether the employer made a correct decision in separating claimant, but whether the claimant is entitled to unemployment insurance benefits. *Infante v. Iowa Dep't of Job Serv.*, 364 N.W.2d 262, 264 (Iowa Ct. App. 1984). What constitutes misconduct justifying termination of an employee and what misconduct warrants denial of unemployment insurance benefits are two separate decisions. *Pierce v. Iowa Dep't of Job Serv.*, 425 N.W.2d 679, 680 (Iowa Ctn. App. 1988).



In an at-will employment environment an employer may discharge an employee for any number of reasons or no reason at all if it is not contrary to public policy, but if it fails to meet its burden of proof to establish job related misconduct as the reason for the separation, it incurs potential liability for unemployment insurance benefits related to that separation. A determination as to whether an employee's act is misconduct does not rest solely on the interpretation or application of the employer's policy or rule. A violation is not necessarily disqualifying misconduct even if the employer was fully within its rights to impose discipline up to or including discharge for the incident under its policy.

The employer alleged the claimant violated its violence-free workplace policy, but the evidence shows she did not violate that policy. The employer also alleges her conduct violated another policy, but the employer did not provide a copy of that policy. Because the employer so stretched the meaning of the plain text of its violence-free workplace policy in the termination documents, the undersigned gives no weight to the termination document's representation of the respectful workplace policy. As a result, there is an insufficient basis in the record from which to find the claimant intentionally violated a known policy. Rather, the evidence shows the claimant had an emotional reaction to Jones' unprofessional management style which spilled into a common work area. This was an isolated incident with mitigating circumstances. The record does not establish disqualifying misconduct.

DECISION/REMAND

The September 16, 2025 UI decision is REVERSED. There was no disqualifying separation with this employer. The claimant is allowed benefits, provided they remain otherwise eligible.



Benjamin HUMPHREY

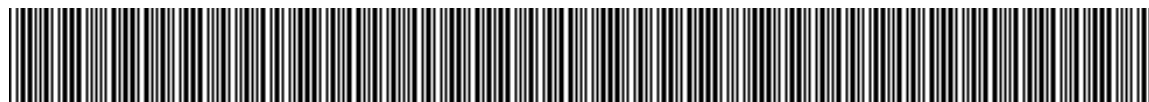
Administrative Law Judge

Iowa Department of Inspections, Appeals, & Licensing

Administrative Hearings Division

Unemployment Insurance Appeals Bureau

Please see the last page of this document for important information about reopening the appeal and further appeal rights.



INSTRUCTIONS FOR FILING AN APPEAL

If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

Employment Appeal Board
6200 Park Avenue Suite 100
Des Moines, IA 50321
Fax: (515)281-7191
Online: IowaWORKS account

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.

AN APPEAL TO THE BOARD SHALL STATE CLEARLY:

1. A reference to the decision from which the appeal is taken.
2. That an appeal from such decision is being made and such appeal is signed.
3. The grounds upon which such appeal is based.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may then file a petition for judicial review in district court.

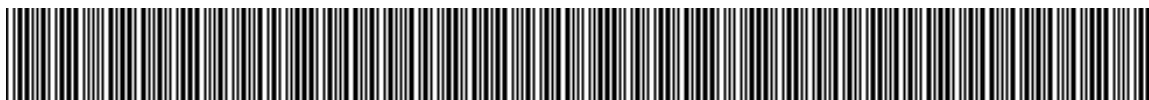
2. If no one files an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at Iowa Code 17A.19, which is online at <https://www.legis.iowa.gov/docs/code/17a.19.pdf> or by contacting the District Court Clerk of Court <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Note to Parties: YOU MAY REPRESENT yourself in the appeal or obtain a lawyer or other interested party to do so provided there is no expense to Iowa 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.

Note to Claimant: It is important that you file your weekly claim as directed, while the appeal is pending, to protect your continuing right to benefits.

SERVICE INFORMATION:

A true and correct copy of this decision was mailed to each of the parties listed.



Babel Notice – Claim and Appeal Information

Aviso: Aviso: Documento De Beneficios Del Seguro De Desempleo
Y Información De Apelación

IMPORTANT!

This document contains important information about your unemployment compensation rights, responsibilities and/or benefits. It is critical that you understand the information in this document. **DEADLINE FOR APPEAL:** If you disagree with this determination or decision, you must file an appeal before the deadline noted in this document. **IMMEDIATELY:** If needed, call 866-239-0843 for assistance in the translation and understanding of the information in the document(s) you have received.

¡IMPORTANTE!

Este documento contiene información importante sobre sus derechos, obligaciones y/o beneficios de compensación por desempleo. Es muy importante que usted entienda la información contenida en este documento. **PLAZO LÍMITE PARA APELAR:** Si usted está en desacuerdo con esta determinación o decisión, debe presentar una apelación antes del plazo límite indicado en este documento. **INMEDIATAMENTE:** Si necesita asistencia para traducir y entender la información contenida en el documento(s) que recibió, llame al 866-239-0843.

重要提示！

这份文件包含有关失业补偿的权利、责任和/或利益的重要信息。您需要理解本文件中的信息，这一点至关重要。

上诉截止日期：如果您不同意本裁定或决定，您必须在本文件所载截止日期前提出上诉。**立即：**如果需要，请拨打866-239-0843，可获得帮助，以利您翻译和理解所收到的文件中的信息。

IMPORTANT!

Ce document contient des informations importantes sur vos droits d'allocation de chômage, vos responsabilités et/ou vos bénéfices. Il est indispensable que vous compreniez le contenu de ce document. **DATE LIMITE POUR FAIRE APPEL:** Si vous n'êtes pas d'accord avec cette détermination ou décision, vous devrez faire un appel avant la date limite signalée dans ce document. **IMMÉDIATEMENT:** Si nécessaire, téléphonez au 866-239-0843 pour avoir de l'assistance sur la traduction et/ou la compréhension de ce document.

WICHTIG!

Diese Dokument enthält wichtige Hinweise zu ihren Rechten, Pflichten bzw. Leistungen im Rahmen der Arbeitslosenunterstützung. Es ist entscheidend, dass Sie die Informationen in diesem Dokument verstehen. **FRIST ZUR BESCHWERDEEINLEGUNG:** Wenn Sie mit der Feststellung oder Entscheidung nicht einverstanden sind, müssen Sie vor Ablauf der in diesem Dokument aufgeführten Frist eine Beschwerde einlegen. **SOFORT:** Sofern erforderlich, rufen Sie die Telefonnummer 866-239-0843 an und erkundigen sich nach Hilfsdiensten bei der Übersetzung und zum Verständnis der Informationen in dem (den) von Ihnen erhaltenen Dokument(en).

IMPORTANTE!

Ang mga dokumentong ito ay naglalaman ng mahalagang impormasyon tungkol sa iyong mga karapatan na makatanggap ng kabayaran, mga responsibilidad at /o benepisyo dahil sa pagkawala ng trabaho. Napakahalagang maunawaan mo ang mga impormasyong nilalaman sa dokumentong ito. **HULING ARAW PARA UMAPILA:** Kung hindi ka sumasang-ayon sa pagpapasiya o desisyon, dapat kang maghabol o magharap ng apila bago dumating ang huling araw na nabanggit sa dokumentong ito. **KAAGAD:** Kung kinakailangan ang tulong, tumawag sa 866-239-0843 para sa pagsasalin ng wika at pag-unawa ng impormasyon sa mga dokumentong natanggap mo.

IMPORTANTE:

Questo documento contiene informazioni importanti sui Suoi diritti di indennizzo di disoccupazione, sulle sue responsabilità e i suoi benefit. E' cruciale che Lei comprenda appieno le informazioni contenute in questo documento. **SCADENZA PER IL RICORSO:** Se non si trova in accordo con questa determinazione o decisione, dovrà presentare ricorso prima della scadenza riportata nel presente documento. **INMEDIATAMENTE:** In caso di necessità chiami il 866-239-0843 per assistenza alla traduzione e comprensione delle informazioni contenute nei documenti ricevuti.

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Tài liệu này chứa đựng tin tức quan trọng về quyền hạn, trách nhiệm và/hoặc những lợi ích được đền bù trong khi thất nghiệp. Đó là điều tối cần thiết mà quý vị phải hiểu rõ những tin tức trong tài liệu này. **HẠN CHÓT KHIẾU NẠI:** Nếu quý vị không đồng ý với quyết định này, quý vị phải nộp đơn khiếu nại trước hạn chót ghi rõ trong tài liệu này. **MỘT CÁCH NHANH CHÓNG:** Nếu cần xin hãy gọi số 866-239-0843 để được giúp đỡ trong việc phiên dịch và hiểu rõ những tin tức trong tài liệu quý vị đã nhận.

중요!

이 문서는 실업보상 권리, 책임 및/또는 혜택에 대한 중요한 정보가 포함되어 있습니다. 이 문서에 있는 정보를 이해 하는 것은 매우 중요합니다. **항소 마감:** 이 결정에 이견이 있으시면 항소인은 문서에 언급된 마감일 전에 항소를 제기하셔야 합니다. **즉시:** 받으신 문서의 번역 및 이해를 위해서 도움이 필요하시면 866-239-0843 로연락을 하시기 바랍니다.

WAŻNE!

Dokumenty mogą zawierać ważne informacje o Pana(-i) prawach do zasiłków dla bezrobotnych, obowiązków i/lub świadczeń. Zrozumienie informacji zawartych w niniejszym dokumencie jest bardzo ważne. **DATA WYGAŚNIĘCIA TERMINU SKŁADANIA ODWOŁAŃ:** Jeśli nie zgadza się Pan(-i) z decyzją zawartą w niniejszym dokumencie, odwołanie należy złożyć przed datą wygaśnięcia terminu wyszczególnionego w treści niniejszego dokumentu. **NATYCHMIAST:** W razie potrzeby, należy dzwonić pod 866-239-0843 w celu uzyskania pomocy w tłumaczeniu i zrozumieniu informacji w dokumentach, które Pan(i) otrzymał(-a).

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Данный документ содержит важную информацию о Ваших правах на пособие по безработице, ответственностях и /или выгодах. Крайне важно, чтобы Вы поняли всю информацию, представленную в данном документе(ах). **КРАЙНИЙ СРОК ДЛЯ ОБЖАЛОВАНИЯ:** Если Вы не согласны с представленным постановлением или решением, Вы должны подать заявление на обжалование данного документа до крайнего срока, указанного в нём. **НЕМЕДЛЕННО:** При необходимости звоните 866-239-0843 для получения помощи в переводе и понимании информации данного документа(ов).

VAŽNO!

Ovaj dokument sadrži važne informacije o vašim pravima za naknadu nezaposlenosti, odgovornostima i/ili beneficijama. Veoma je važno da shvatite informacije u ovom dokumentu. **ROK ZA ŽALBU:** Ako se ne slažete s ovim određivanjem ili odlukom, morate uložiti žalbu prije roka navedenog u ovom dokumentu. **ODMAH:** Ako je potrebno, nazovite 866-239-0843 za pomoć u prijevodu i razumijevanju informacija u dokumentu(ima) kojeg ste primili.

ໝາຍເຫລາະສາ

ສໍາຄັນ! ເອກະສານນີ້ປະກອບດ້ວຍຂໍ້ມູນທີ່ສໍາຄັນກ່ຽວກັບສິດທິການຊົດເຊີຍການຫວ່າງງານ, ຄວາມຮັບຜິດຊອບ ແລະ/ຫຼືຜົນປະໂຫຍດຂອງທ່ານ. ມັນເປັນສິ່ງ ສໍາ ຄັນທີ່ທ່ານຕ້ອງເຂົ້າໃຈຂໍ້ມູນໃນເອກະສານນີ້. ກໍານົດເວລາການອຸທອນ: ຖ້າທ່ານບໍ່ເຫັນດີກັບການກໍານົດ ຫຼືການຕັດສິນໃຈນີ້, ທ່ານຕ້ອງອໍ້ນອຸທອນກ່ອນກໍານົດເວລາທີ່ລະບຸໄວ້ໃນເອກະສານນີ້. ທັນທີ: ຖ້າຕ້ອງການ, ໃຫ້ໃບຫາ 866-239-0843 ສໍາລັບການຊ່ວຍເຫຼືອໃນການແປ ແລະຄວາມເຂົ້າໃຈຂອງຂໍ້ມູນໃນເອກະສານທີ່ທ່ານໄດ້ຮັບ.

هام!

تحتوي هذه الوثيقة/ الوثائق على معلومات مهمة حول حقوق تعويض البطالة ومزاياها، لذا من الأهمية فهم المعلومات الواردة فيها. وإن كنت غير موافق على ما تحمله هذه الوثيقة/ الوثائق فيجب عليك تقديم استئناف قبل الموعد النهائي المشار إليه في هذه الوثيقة والاتصال فوراً على الرقم التالي: 866-239-0843 (٨٦٦٢٣٩٠٨٤٣) وإذا كنت بحاجة إلى مساعده في ترجمة وفهم المعلومات الواردة في هذه الوثيقة فلا تردد بالسؤال.