



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:

Determination Number:  
7358667

Appeal Filed By:  
SANDYRAN SOMYOTT

Appeal Filed Date:  
08/22/2025

Appeals Bureau Docket:  
2025145978-AT



**APPEALS BUREAU DECISION OF ADMINISTRATIVE LAW JUDGE**

Mail Date: February 4, 2026

**Appellant**

Claimant/Job Seeker: SANDYRAN SOMYOTT  
Claimant address:

**Appellee**

Employer: N/A



Social Security Number:

In regard to the appeal by SANDYRAN SOMYOTT:

**STATUTORY REFERENCE**

Iowa Code Section 96.4(3) - Able & Available, Reemployment Activities Requirement

Iowa Code Section 96.6(2) - Timeliness of Appeal

**ISSUES STATEMENT**

Whether there is good cause to treat the claimant's late appeal from July 30, 2025 (mail date) disqualification decision pertaining to the week of June 29 to July 5, 2025 as a timely appeal.

Whether the claimant was able and available for work during the week of June 29 to July 5, 2025.

Whether the claimant failed to meet the reemployment activities requirement during the week of June 29 to July 5, 2025 and had earlier been warned about the requirement.

**CASE HISTORY**

On August 22, 2025, Sandyran Somyott (claimant) filed a late appeal from the July 30, 2025 (mail date) A&A Reporting- QC DQ Determination (disqualification decision) that denied unemployment insurance benefits for the week of June 29 to July 5, 2025, based on an IWD determination that the

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claimant did not meet the reemployment activities requirement during that week and had earlier been warned about the requirement. After appropriate notice to the claimant, an appeal hearing was held on November 4, 2025. There were six appeal numbers set for a consolidated hearing: 2025145974, 2025145975, 2025145976, 2025145977, 2025145978 and 2025145979. The claimant participated. Exhibits A through F, the online appeals from the respective appeal numbers, were received into evidence. The administrative law judge took official notice of all decisions issued in connection with the claim, Preferred Notification Method, Correspondence-System Letters, Payment Summary, Benefit Certification Detail, and Wage History.

#### **FINDINGS OF FACT**

After considering all of the evidence in the record, the administrative law judge finds as follows:

Sandyran Somyott (claimant) established an original claim for unemployment insurance benefits that was effective October 27, 2024 and an "additional claim" for benefits that was effective April 6, 2025. The claimant made weekly claims for each of the 14 weeks between April 6, 2025 and July 12, 2025 and received benefits for each of those weeks. The claimant then discontinued his unemployment insurance claim. The weekly claims included a claim for the week of June 29 to July 5, 2025.

The claimant established the additional claim for benefits in response to being laid off from full-time employment with Deere & Company effective April 7, 2025. The claimant's last day worked prior to the layoff was April 4, 2025. At the time of the layoff, the employer notified the claimant that the employer planned to recall the claimant to the employment on July 14, 2025.

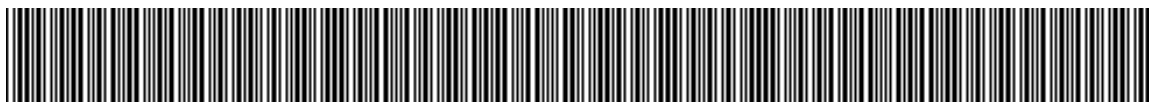
On June 3, 2025, Iowa Workforce Development launched its revised IowaWORKS.gov website. In connection with that event, the claimant elected through IowaWORKS.gov to receive notice of unemployment insurance matters through a message posted to his IowaWORKS.gov account and an accompanying text message.

On June 3, 2025, IWD electronically issued to the claimant the June 4, 2025 (mail date) A&A Reporting- QC Qualifying Determination (reemployment activities warning decision), triggered by the weekly claim for the week of May 25-31, 2025. The June 4, 2025 warning decision has been affirmed in Appeal Number 2025145974 in response to an untimely appeal in that appeal number.

On July 2, 2025, IWD electronically issued to the claimant the July 3, 2025 (mail date) A&A Reporting- QC Qualifying Determination (reemployment activities warning decision), triggered by the weekly claim for the week of June 8-14, 2025. The July 3, 2025 warning decision has been affirmed in Appeal Number 2025145975 in response to an untimely appeal in that appeal number.

The week of June 29 to July 5, 2025 was the 13th consecutive benefit week associated with the April 6, 2025 "additional claim." During that week, the claimant elected not to seek new employment and elected instead to focus on his anticipated July 14, 2025 recall to employment with Deere & Company. This was despite the claimant's receipt of the June 4, 2025 and July 3, 2025 reemployment activities warning decisions.

On July 29, 2025, IWD electronically issued multiple decisions to the claimant. These included the July 30, 2025 (mail date) A&A Reporting- QC DQ Determination (disqualification decision) that denied unemployment insurance benefits for the week of June 29 to July 5, 2025, based on an IWD determination that the claimant did not meet the reemployment activities requirement during that week and had earlier been warned about the requirement. The decisions issued on July 29, 2025 also included an overpayment decision pertaining to the week of June 29 to July 5, 2025. The disqualification decision triggered the overpayment decision. The claimant received the decisions on July 29, 2025. Both decisions pertaining to the week of June 29 to July 5, 2025 stated that the



decision would become final unless an appeal was postmarked by August 11, 2025 or was received by the Appeals Bureau by that date. Both decisions pertaining to the week of June 29 to July 5, 2025 included instructions for filing an appeal online, by email and by postal mail.

On July 29, 2025, the claimant filed a timely appeal from the July 30, 2025 overpayment decision pertaining to the week of June 29 to July 5, 2025. See Appeal Number 2025144559. The claimant did not at that time also file an appeal from the disqualification decision that triggered the overpayment decision. The language of the overpayment decision may have led the claimant to believe an appeal from the overpayment decision was sufficient to address the disqualification issue: "This determination was made because: for the dates listed below, you did not meet the reemployment activities requirement. You had earlier been warned." The overpayment decision did not refer the claimant to a separate disqualification decision, as would have been the case prior to IWD's June 3, 2025 launch of the revised IowaWORKS.gov web platform. The Appeals Bureau received the appeal from the overpayment decision on July 29, 2025. See Appeal Number 2025144559.

On October 13, 2025 the claimant failed to appear for the appeal hearing that was to address the overpayment decision regarding the week of June 29 to July 5, 2025. On October 14, 2025 an administrative law judge issued a default decision regarding the overpayment appeal. See Appeal Number 2025144559.

On August 21, 2025, the claimant participated in an appeal hearing pertaining overpayment decision concerning other weeks and learned at that time that it was necessary to also file an appeal from the disqualification decision that prompted the overpayment decision. On August 22, 2025, the claimant completed and transmitted an appeal from the disqualification decision that denied benefits for the week of June 29 to July 5, 2025. The Appeals Bureau received the appeal on August 22, 2025.

#### CONCLUSION OF LAW

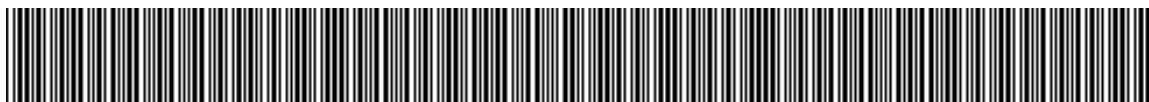
The administrative law judge will first address the timeliness of appeal issue.

Iowa Code section 96.6(2) in relevant part as provides:

2. Initial determination. A representative designated by the director shall promptly notify all interested parties to the claim of its filing, and the parties have ten days from the date of mailing the notice of the filing of the claim by ordinary mail to the last known address to protest payment of benefits to the claimant. ... Unless the claimant or other interested party, after notification or within ten calendar days after notification was mailed to the claimant's last known address, files an appeal from the decision, the decision is final and benefits shall be paid or denied in accordance with the decision. ...

The ten-day deadline for appeal begins to run on the date Workforce Development mails the decision to the parties. The "decision date" found in the upper right-hand portion of the Agency representative's decision, unless otherwise corrected immediately below that entry, is presumptive evidence of the date of mailing. *Gaskins v. Unempl. Comp. Bd. of Rev.*, 429 A.2d 138 (Pa. Comm. 1981); *Johnson v. Board of Adjustment*, 239 N.W.2d 873, 92 A.L.R.3d 304 (Iowa 1976).

An appeal submitted by mail is deemed filed on the date it is mailed as shown by the postmark or in the absence of a postmark the postage meter mark of the envelope in which it was received, or if not postmarked or postage meter marked or if the mark is illegible, on the date entered on the document as the date of completion. See Iowa Administrative Code rule 871-24.27(1)(a). See also *Messina v. IDJS*, 341 N.W.2d 52 (Iowa 1983). An appeal submitted by any other means is deemed filed on the date it is received by the Unemployment Insurance Division of Iowa Workforce Development. See Iowa Administrative Code rule 871-24.27(1)(c).



The evidence in the record establishes that more than ten calendar days elapsed between the mail date and the date this appeal was filed. The Iowa Supreme Court has declared that there is a mandatory duty to file appeals from representatives' decisions within the time allotted by statute, and that the administrative law judge has no authority to change the decision of a representative if a timely appeal is not filed. *Franklin v. IDJS*, 277 N.W.2d 877, 881 (Iowa 1979). Compliance with appeal notice provisions is jurisdictional unless the facts of a case show that the notice was invalid. *Beardslee v. IDJS*, 276 N.W.2d 373, 377 (Iowa 1979); see also *In re Appeal of Elliott*, 319 N.W.2d 244, 247 (Iowa 1982). One question in this case thus becomes whether the appellant was deprived of a reasonable opportunity to assert an appeal in a timely fashion. *Hendren v. IESC*, 217 N.W.2d 255 (Iowa 1974); *Smith v. IESC*, 212 N.W.2d 471, 472 (Iowa 1973).

No submission shall be considered timely if the delay in filing was unreasonable, as determined by the division after considering the circumstances in the case. See Iowa Administrative Code rule 871-24.27(2)(c).

The evidence in the record establishes good cause to treat the claimant's July 29, 2025 appeal from the July 30, 2025 (mail date) overpayment decision pertaining to the week of June 29 to July 5, 2025 as also a timely appeal from the July 30, 2025 (mail date) A&A Reporting- QC DQ Determination (disqualification decision) pertaining to that same week. The language of the overpayment decision may have easily led the claimant to conclude that an appeal from the overpayment decision would address both the overpayment issue and the underlying disqualification issue. In the alternative, the administrative law judge concludes the August 22, 2025 late filing of the appeal from the disqualification decision was attributable to the confusing language IWD used in the overpayment decision, which language did not specifically refer the claimant to the separate disqualification decision. See Iowa Administrative Code rule 871-24.27(2) (regarding good cause attributable to IWD error and/or misinformation). Because the appeal was timely, the administrative law judge has jurisdiction to rule in the merits of the appeal from the disqualification decision. See *Beardslee v. IDJS*, 276 N.W.2d 373 (Iowa 1979) and *Franklin v. IDJS*, 277 N.W.2d 877 (Iowa 1979).

The administrative law judge will next address the able and available issues.

Iowa Code section 96.4(3)(a) provides as follows:

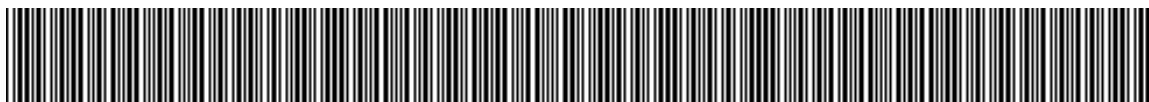
96.4 Required findings. An unemployed individual shall be eligible to receive benefits with respect to any week only if the department finds that:

3. a. The individual is able to work, is available for work, and is earnestly and actively seeking work. This subsection is waived if the individual is deemed partially unemployed, while employed at the individual's regular job, as defined in section 96.1A, subsection 37, paragraph "b", subparagraph (1), or temporarily unemployed as defined in section 96.1A, subsection 37, paragraph "c". The work search requirements of this subsection and the disqualification requirement for failure to apply for, or to accept suitable work of section 96.5, subsection 3, are waived if the individual is not disqualified for benefits under section 96.5, subsection 1, paragraph "h".

Iowa Administrative Code rule 871-24.15(2) provides as follows:

Benefit eligibility conditions. To be eligible to receive benefits, the individual bears the burden of establishing, and the department must find, that the individual is able to work, available for work, and earnestly and actively seeking work.

(2) Available for work. The availability requirement is satisfied when an individual is genuinely attached to the labor market (e.g. the individual is willing, able, and ready to accept suitable work



that the individual does not have good cause to refuse). Under unemployment insurance laws, it is the availability of an individual who is tested, and the labor market is therefore described in terms of the individual. A labor market for an individual means a market for the type of service the individual offers in the geographical area in which the individual offers the service. It does not mean that job vacancies must exist. It means only that the type of services that an individual is offering is generally performed in the geographical area in which the individual is offering the services. ...

Iowa Administrative Code rule 871-24.16(18), (24) and (25) provides:

Availability disqualifications. The following are reasons for disqualifying a claimant for being unavailable for work:

(18) Where availability for work is unduly limited because the claimant is waiting to be recalled by a former employer or waiting to go to work for a specific employer and will not consider suitable work with other employers.

...

(24) Failure to report any effort to find employment.

(25) Failure to make an adequate work search after having been previously warned and instructed to expand the work search.

Iowa Administrative Code rule 871-24.2(1)(f) provides as follows information:

*f.* No benefit payment is allowed until the individual claiming benefits has completed a continued claim online or as otherwise directed by the department.

(1) The claim must be submitted between 8 a.m. on the Sunday following the Saturday of the weekly reporting period and not later than close of business on the Friday following the weekly reporting period.

(2) An individual using the weekly continued claim system is to personally file the claim on the system unless the individual is disabled and has received prior approval from the department.

(3) The claim must include the following:

1. That the individual continues the claim for benefits;

2. That except as otherwise indicated, during the period covered by the claim, the individual was fully or partially unemployed, earned no gross wages and received no benefits, and was able and available for work;

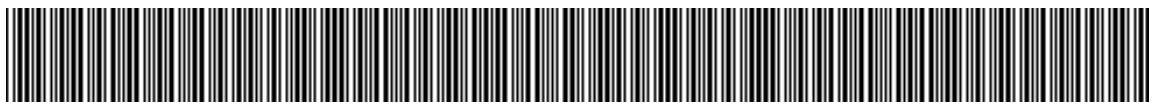
3. That the individual has performed a minimum of four work search activities and documented and reported each activity to the department.

o At least three of the four work search activities for the purpose of this paragraph shall consist of one of the following:

o Applying for a potential job opening by submitting a resume or application through any of the following means:

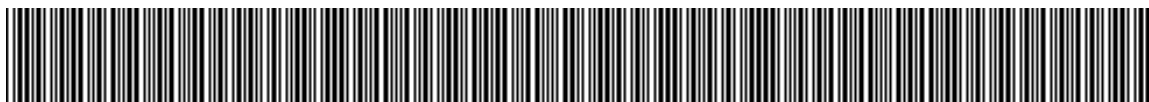
o Online.

o In person.



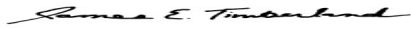
- o Electronic mail.
- o Facsimile.
- o Mail.
- o Completing a civil service examination.
- o Additional work search activities for the purpose of this paragraph consist of any of the following:
  - o Registering with a placement facility of a school or college.
  - o Interviewing for a job virtually, in person, or at a job fair.
  - o Attending an employment workshop organized or approved by the department, which may include completing an online or in-person job search workshop, job club, or job search networking meeting.
  - o Attending a job fair sponsored or approved by the department.
  - o Attending a scheduled career networking meeting with the department.
  - o With the assistance and guidance of the department, completing a reemployment plan, which may include completing career direction research or work such as a job search plan or a targeted employer list.
  - o Participating in job search counseling with a department career planner.
  - o Attending an appointment with a core program partner authorized by the federal Workforce Innovation and Opportunity Act, [Public Law 113-128](#).
  - o Participating in online or in-person mock interviews organized or approved by the department.
  - o Completing career-related assessment approved by the department and reviewed with a department career planner.
- 4. That the individual understands there are penalties for false statements in connection with the claim;
- 5. That the individual has reported any job offer received during the period covered by the claim;
- 6. That the individual understands the individual's responsibility to review the claim records to ensure there is no delay in filing the weekly claim to remain in continuous reporting status. Failure to file claims each week will require a claimant to submit a claim application to reactivate the claim;
- 7. Other information required by the department.

The claimant did not meet the availability and reemployment activities requirement during the week of June 29 to July 5, 2025. The claimant had twice earlier been warned about the reemployment activities requirement. Despite the earlier warning decisions, the claimant elected not to search for new employment during the week in question and elected instead to make himself only available for recall to Deere & Company. The claimant is not eligible for benefits for the week of June 29 to July 5, 2025.



**DECISION/REMAND**

The July 30, 2025 (mail date) A&A Reporting- QC DQ Determination (disqualification decision) that denied unemployment insurance benefits for the week of June 29 to July 5, 2025 is **AFFIRMED**. The claimant did not meet the availability requirement or the reemployment activities requirement during that week and is not eligible for benefits for that week.



James **TIMBERLAND**

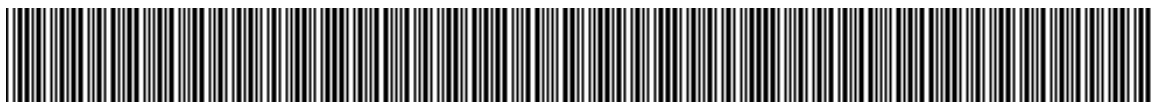
Administrative Law Judge

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，以帮助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.

### QUAN TRỌNG:

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).

### ВАЖНО!

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### 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.

### ໝາງເຫລາະ

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.