



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:
7509401

Appeal Filed By:
FIVE CITIES BREWING

Appeal Filed Date:
01/13/2026

Appeals Bureau Docket:
2026000646-AT

[REDACTED]

APPEALS BUREAU DECISION OF ADMINISTRATIVE LAW JUDGE

Mail Date: February 17, 2026

Appellee

Claimant/Job Seeker:
Claimant address:

Timothy Suhajda
[REDACTED]

Appellant

Employer:

Five Cities Brewing
[REDACTED]

Social Security Number: [REDACTED]

In regard to the appeal by FIVE CITIES BREWING:

STATUTORY REFERENCE

Iowa Code Section 96.4(3) - Able & Available

Iowa Code Section 96.5(1)(d) - Non-Work Related Medical Separation

ISSUES STATEMENT

Whether the claimant was able to work and available for work during the five weeks between December 7, 2025 and January 24, 2026.

Whether the claimant was laid off, was discharged for misconduct in connection with the employment, or voluntarily quit without good cause attributable to the employer.

CASE HISTORY

On January 13, 2026, the employer filed a timely appeal from the January 13, 2026 A&A Reporting-QC Qualifying Decision that allowed benefits to the claimant effective June 10, 2025, provided the claimant met all other eligibility requirements. IWD based its decision on a determination that the claimant was able to work and available for work. The decision was silent on the issue of employer liability for benefits. After appropriate notice to the parties, a hearing was held on February 5, 2026. Timothy Suhajda (claimant) participated. Jennifery Lanciloti represented the employer. The hearing in this matter was consolidated with the hearing in Appeal

Equal Opportunity:

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Number 20251504394. Exhibits 1, 2, 3, and A were received into evidence. The administrative law judge took official notice of the following agency administrative records: the August 5, 2025 (mail date) A&A Reporting- QC DQ Determination, the January 13, 2026 (mail date) A&A Reporting- QC Qualifying Determination, Preferred Notification Method, IowaWORKS.gov correspondence record, the decision/appeal docketing record, payment summary, Benefit Certification Detail, and Work Search History.

The administrative law judge notes it was necessary to adjudicate the separation to fully address the able and available issues. The Appeals Bureau recognized this at the time the appeal was filed and notified the parties in the hearing notice that the separation issues would be addressed at the appeal hearing.

FINDINGS OF FACT

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

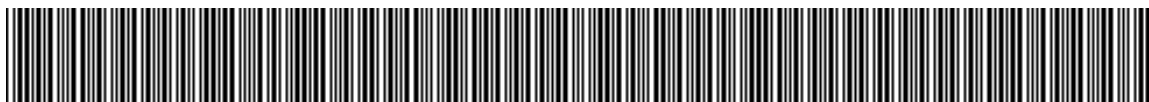
Five Cities Brewing (employer) is a beer brewing and packaging enterprise. Mark Roemer is the business owner and operator. The business is a small business. At the time of Mr. Suhajda's employment, the business employed two or three brewer/cellar men. Mr. Roemer delegates responsibility for human resource matters to Jennifer Lanciloti, Human Resources Manager. Ms. Lanciloti is a former nurse.

Timothy Suhajda (claimant) was employed by Five Cities Brewing, L.L.C. as a full-time brewer/cellar man. Mr. Suhajda began the employment in June 2024 and last performed work for the employer on October 17, 2025. Mr. Suhajda primarily worked at the employer's main facility in Le Claire, Iowa. Mr. Suhajda was responsible for the beer brewing and packaging process from start to finish. The bulk of Mr. Suhajda's work duties were physically demanding. These duties included lifting, carrying and dumping 50-pound bags of malt, lifting and carrying full kegs of beer, lifting and carrying 30-can cases of beer, and lifting and carrying full trash bags. The brewing duties regularly included climbing and descending metal stairs. The work also involved regular use of a fork truck. Mr. Suhajda estimates that these physically taxing work duties comprised 70 percent of his work duties, while the other 30 percent consisted of working on associated paperwork and office duties. Mr. Suhajda reported to brewer/cellar man Patrick Murphy and to Mr. Roemer. Mr. Suhajda usually worked a Monday through Friday work week. Mr. Suhajda would usually start his shift sometime between 7:00 a.m. and 9:00 a.m. and would finish his work day sometime between 4:00 p.m. or 5:00 p.m. Mr. Suhajda also worked on Saturdays as needed and assisted with events as needed.

In June 2025, the employer ceased brewing activities at the Le Claire location. From that time forward, the employer worked with a quality control consultant to revamp the Le Claire location. Mr. Suhajda assisted with that process.

On Saturday, October 18, 2025, Mr. Suhajda was off-duty and away from the workplace when he suffered a significant injury to his right ankle during a non-work-related recreational activity. Mr. Suhajda was thereafter unable to perform his regular work duties due to his injury and did not perform any further work for the employer.

On Monday, October 20, 2025, Mr. Suhajda sought initial medical evaluation and treatment at a walk-in orthopedic clinic. Mr. Suhajda underwent an x-ray that indicated his foot was not broken. The medical provider took Mr. Suhajda off work, instructed Mr. Suhajda to stay off the foot until further notice, and referred Mr. Suhajda for an MRI.



Mr. Suhajda underwent the MRI of his ankle on October 22, 2025. While the scanning technician intimated the scan reflected injury, Mr. Suhajda had to wait until an October 24, 2025 appointment with the orthopedic surgeon to receive the diagnosis of a torn Achilles tendon.

On October 23, 2025, after the MRI and while he was waiting to meet with the orthopedic surgeon to review the MRI, Mr. Suhajda sent an email message to Mr. Roemer. Mr. Suhajda wrote:

Hey Mark,

I won't know the result for sure until tomorrow at the earliest. My appointment is for 2 pm and hopefully it does not get delayed by doctors.

That being said, I need to try to get a motion going for filing unemployment and start applying for jobs that I can qualify for in my physical condition. I know we don't know how bad in terms of timeline this injury is going to be, but I'm telling you based on the MRI technician's reaction from what the imaging has shown, this seems like a torn tendon or muscle. With that said, the recovery process would most likely be months we are talking about. I know you need someone to replace my time on the floor and understand that you can't promise me my position to be there when I am recovered.

The thing I do need from you is to confirm these things I've said and we need to move forward with you letting me go. I do not obviously want to voluntarily leave this job. However, If there is not alternative form of work for me to retain with Five Cities, then you will have to make that decision to let me go.

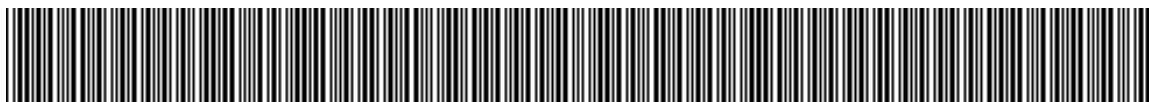
If you want to discuss this more over the phone or in person, let me know and feel free to reach out. Just know in the next couple days I will be starting to go through this unemployment application process.

Mr. Roemer responded within minutes as follows: "Hey Tim, I completely understand where you're coming from. I need you to reach out to Jen in HR so she is aware of what's going on and Will know how to move forward."

On October 23, 2025, Mr. Suhajda contacted Ms. Lanciloti by telephone. He shared that he had not yet reviewed the MRI with the orthopedic surgeon. Mr. Suhajda shared that the MRI technician told him about a potential tear, that it looked bad, and that he would need to participate in the follow-up appointment with the orthopedic surgeon. Mr. Suhajda told Ms. Lanciloti that he was supposed to stay off his foot, that he could not bear any weight on his foot, and that he was unable to drive to work. Mr. Suhajda did not provide medical documentation to the employer at this point or at any future point.

Mr. Suhajda learned through his October 24, 2025 appointment with the orthopedist that he treatment options were surgical intervention or a non-surgical approach to resolving the Achilles tendon tear. Mr. Suhajda elected the non-surgical option. The orthopedist instructed Mr. Suhajda to stay completely off his foot. Mr. Suhajda's leg was initially in a cast for two weeks. Mr. Suhajda then transitioned to CAM/walking boot. During this time, Mr. Suhajda was unable to operate a motor vehicle. When Mr. Suhajda transitioned to the walking boot, he told Ms. Lanciloti that he expected to continue in the walking boot for six to eight weeks. The parties mutually understood that Mr. Suhajda could not safely perform his regular work duties so long as he remained in the walking boot and until he was fully released to return to his previous duties.

Following his injury, and due to his inability to perform with the injury, Mr. Suhajda commenced residing in his parents' home in Butternut, Wisconsin.



Mr. Suhajda and Ms. Lanciloti remained in contact during Mr. Suhajda's time away from work. Ms. Lanciloti continued to entertain Mr. Suhajda's possible return to the employment once he had fully recovered. However, during the first week of December 2025, the employer hired a former employee to fulfill the work duties previously performed by Mr. Suhajda.

In November 2025, the employer commenced brewing smaller batches of beer at the Le Claire facility. By mid-December 2025, the Le Claire location was fully operational.

On December 17, 2025, Mr. Suhajda sent a text message to the employer via a pre-existing chat group that included Mr. Roemer and Tim Faith, the quality control consultant. Mr. Suhajda wrote that he was out of the walking boot, that his tendon was fully healed, that the tendon was still at risk of rupture, and that he had been referred to physical therapy. Mr. Suhajda did not provide a medical release certifying his recovery. No one responded to the group chat message. Ms. Lanciloti was unaware of Mr. Suhajda's group chat message.

Mr. Suhajda had established an unemployment insurance original claim/benefit year that was effective June 20, 2025, but did not commence making weekly claims at that time. IWD set the weekly benefit amount at \$532.00.

Mr. Suhajda established an "additional claim" for benefits that was effective December 7, 2025 and thereafter made weekly claims for the weeks that ended December 13, December 20, and December 27, 2025. Mr. Suhajda did not make weekly claims for the weeks that ended January 3 and January 10, 2026. Mr. Suhajda made thereafter made weekly claims for the weeks that ended January 17 and January 24, 2026. Mr. Suhajda applied for four jobs during each of the five weeks in question. While some of the jobs he applied for appear to be jobs for which he lacked the appropriate education and/or experience or jobs that would be challenging to perform in light of the recent Achilles tendon injury, the work search was fruitful and led to new full-time employment with Nestle USA that started January 26, 2026.

CONCLUSION OF LAW

The administrative law judge will first address the separation from the employment.

Iowa Code section 96.5(1)(d) provides:

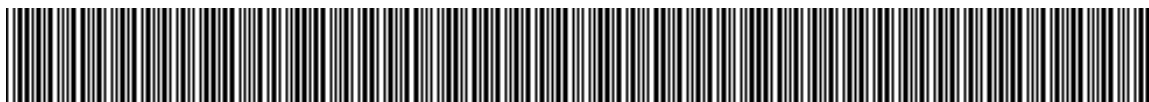
An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

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. But the individual shall not be disqualified if the department finds that:

d. The individual left employment because of illness, injury or pregnancy upon the advice of a licensed and practicing physician, and upon knowledge of the necessity for absence immediately notified the employer, or the employer consented to the absence, and after recovering from the illness, injury or pregnancy, when recovery was certified by a licensed and practicing physician, the individual returned to the employer and offered to perform services and the individual's regular work or comparable suitable work was not available, if so found by the department, provided the individual is otherwise eligible.

Iowa Admin. Code rule 871-24.18(31) provides:

Voluntary quit without good cause. In general, a voluntary quit means discontinuing the



employment because the employee no longer desires to remain in the relationship with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified for benefits, but the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code sections 96.5(1)“a” through “i” and 96.5(10). The following reasons for a voluntary quit are be presumed to be without good cause attributable to the employer

(31) Claimant left because of illness or injury that was not caused or aggravated by the employment or pregnancy and failed to:

- a. Obtain the advice of a licensed and practicing physician or physician assistant;
- b. Obtain certification of release for work from a licensed and practicing physician or physician assistant;
- c. Return to the employer and offer services upon recovery and certification for work by a licensed and practicing physician or physician assistant; or
- d. Fully recover so that the claimant could perform all of the duties of the job.

In general, a voluntary quit requires evidence of an intention to sever the employment relationship and an overt act carrying out that intention. See *Local Lodge #1426 v. Wilson Trailer*, 289 N.W.2d 698, 612 (Iowa 1980) and *Peck v. EAB*, 492 N.W.2d 438 (Iowa App. 1992).

The weight of the evidence in the record establishes a voluntary quit due to a non-work related injury and without good cause attributable to the employer. Effective October 20, 2025, Mr. Suhajda went off work for an indefinite period due to a non-work related injury and upon the advice of a licensed and practicing physician. Mr. Suhajda initially estimated, based on the physician's guidance, that he would be off work for a couple weeks. This was the information Mr. Suhajda provided to the employer. Once Mr. Suhajda received full diagnosis of his injury, Mr. Suhajda estimated that he would not be released to return to work for an additional eight to 10 weeks, based on the physician's guidance. Mr. Suhajda communicated these timeline estimates to the employer. As of October 23 and 24, 2025, all parties understood that Mr. Suhajda would need to be away from the workplace for an extended indefinite period in connection with his non-work related injury. At the time of those early discussions, the employer continued to have Mr. Suhajda's regular duties available, but Mr. Suhajda was unable to perform his duties due to injury. On October 23, 2025, Mr. Suhajda pressed the employer to initiate a separation from the employment, though Mr. Suhajda had already begun the process of separating from the employment because of his non-work related injury and need to recover from that injury. In other words, Mr. Suhajda had separated from the employment due to injury and continued to be physically unable to return to the employment. In other words, Mr. Suhajda had separated from the employment due to injury and continued to be physically unable to return to the employment. An employer has an obligation to provide an employee with reasonable accommodations that enable the employee to continue in the employment. See *Sierra v. Employment Appeal Board*, 508 N.W. 2d 719 (Iowa 1993). Given the nature of the employer's business, the nature of Mr. Suhajda's duties, the very small number of employees, and the nature of Mr. Suhajda's injury, there was no *reasonable* accommodation the employer could have provided in an attempt to continue the employment.

As of the first week of December 2025, Mr. Suhajda had already separated from the employment and continued to be physically unable to return to the employment. Only then did the employer hire a replacement for Mr. Suhajda. At that point, Mr. Suhajda was still off work for an indefinite period due to the non-work related injury.



On December 17, 2025, Mr. Suhajda contacted the employer through the group chat. Mr. Suhajda did not in that communication request to return to th employment. Instead, Mr. Suhajda provided a health update. He stated that he was no longer using the walking boot. While he asserted that his tendon was fully healed, he then added information that suggested otherwise. This included his statement that the tendon was still at risk of rupture and that he had been referred to physical therapy. At no time did Mr. Suhajda actually request to return to work. At no time did Mr. Suhajda present to the employer a medical release from a licensed and practicing physician or the equivalent that indicated he had been released to return to the regular duties he had performed for the employer prior to his injury. The separation from the employment disqualified Mr. Suhajda for unemployment insurance benefits until he worked in and had been wages equal to 10 times his weekly benefit amount. Mr. Suhajda was obligated to meet all other eligibility requirements. Because the separation was without good cause attributable to the employer, the employer's account will not be charged for benefits. Because the separation was based on a non-work related injury, Mr. Suhajda may also requalify for unemployment insurance benefits by meeting the requirements set forth in Iowa Code section 96.5(1)(d) and Iowa Admin. Code rule 871-24.18(31).

The administrative law judge will now 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 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.

(1) Able to work. An individual must be physically and mentally able to work in some gainful employment, not necessarily in the individual's customary occupation.

a. Illness, injury or pregnancy. Each case is decided upon an individual basis, recognizing that various work opportunities present different physical requirements. A statement from a medical practitioner is considered prima facie evidence of the physical ability of the individual to perform the work required. A pregnant individual must meet the same criteria for determining ableness as do all other individuals.

b. Interpretation of ability to work. The law provides that an individual must be able to work to be eligible for benefits. This means that the individual must be physically able to work, not necessarily in the individual's customary occupation, but able to work in some reasonably suitable, comparable, gainful, fulltime endeavor, other than self-employment, which is generally available in the labor market in which the individual resides.

(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(1) provides:

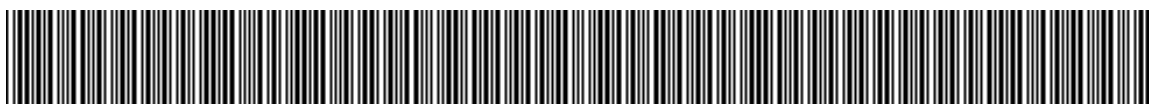
Availability disqualifications. The following are reasons for disqualifying a claimant for being unavailable for work:

- (1) An individual who is ill and presently not able to work due to illness.

Because there were no weekly claims for the period of June 22, 2025 through December 6, 2025, Mr. Suhajda cannot be considered for benefits for that period and there was no reasonable basis for IWD to consider any date prior to December 7, 2025 in its January 13, 2026 decision. See Iowa Admin. Code Rule 871-24.2(1)(f) (No benefit payment is allowed until the individual claiming benefits has completed a continued claim online or as otherwise directed by the department). Similarly, Mr. Suhajda cannot be considered for benefits for the weeks that ended January 3 and January 10, 2026 in the absence of weekly claims for those two weeks. Accordingly, the question before the administrative law judge is whether, during the weeks that ended December 13, December 20, and December 27, 2025 and January 17, and January 24, 2026--Mr. Suhajda was able to perform and available to perform some type of suitable full-time work in the available labor market(s). Given the determination that Mr. Suhajda separated from his most recent employment effective October 20, 2025, the determination of whether he was thereafter able to work and available for work for purposes of determining his eligibility for unemployment insurance benefits does not hinge on whether he was able to perform the particular work duties he performed for the former employer. Mr. Suhajda has not provided medical documentation documenting release to perform work on December 17, 2025 or any other date. So long as Mr. Suhajda was medically restricted to wearing the walking boot on his right leg, Mr. Suhajda would be unable to safely operate a motor vehicle. During the period when Mr. Suhajda continued to recover from the Achilles tendon tear, dealt with the threat of reinjury, and participated in physical therapy related to the injury, it would be unreasonable to think that he could stand for extended periods or perform for physically demanding work. While some of the jobs he applied for appear to be jobs for which he lacked the appropriate education and/or experience or jobs that would be challenging to perform in light of the recent Achilles tendon injury, the work search was fruitful and led to new employment that started January 26, 2026. The weight of the evidence indicates that Mr. Suhajda was unable to perform work during the two-week period of December 7, 2025 through the majority of the week that ended December 20, 2025. The weight of the evidence indicates Mr. Suhajda met the able and available requirements during the weeks that ended December 27, 2025, and January 17 and January 24, 2026. But for the disqualification based on the voluntary quit without good cause attributable to the employer, Mr. Suhajda would be eligible for benefits for the weeks ending December 27, 2025, January 17 and January 24, 2026, provided he met all other eligibility requirements.

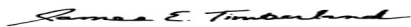
DECISION/REMAND

The January 13, 2026 A&A Reporting-QC Qualifying Decision is modified in favor of the employer/appellant as follows. IWD had no jurisdiction to address in the January 13, 2026 decision able and available issues for weeks other than the weeks ending December 13, December



20, and December 27, 2025 and January 17 and January 24, 2026. The claimant did not meet the able and available requirements during the weeks that ended December 13 and December 20, 2025. The claimant is not eligible for benefits for those weeks. The claimant met the able and available requirements during the weeks that ended December 27, 2025, and January 17 and January 24, 2026. But for the disqualification based on the October 20, 2025 voluntary quit without good cause attributable to the employer, the claimant would be eligible for benefits for the weeks ending December 27, 2025, January 17 and January 24, 2026, provided he met all other eligibility requirements.

The claimant voluntarily quit the employment effective October 20, 2025 due to a non-work related injury, upon the advice of a licensed and practicing physician, and without good cause attributable to the employer. To date, the claimant has not demonstrated that a licensed and practicing physician or the equivalent has certified his recovery and has released him to return to his full regular duties with the former employer. Nor has the claimant returned to the employer, with proof of certified recovery, to request return to the employment. Effective October 20, 2025, the claimant was disqualified for unemployment insurance benefits until he has worked in and had been wages equal to 10 times his weekly benefit amount. The claimant must meet all other eligibility requirements. Because the separation was without good cause attributable to the employer, the employer's account will not be charged for benefits. Because the separation was based on a non-work related injury, the claimant may also requalify for unemployment insurance benefits by meeting the requirements set forth in Iowa Code section 96.5(1)(d) and Iowa Admin. Code rule 871-24.18(31).



James TIMBERLAND

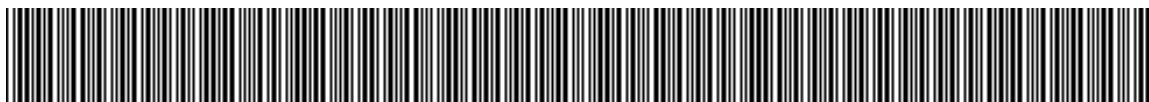
Administrative Law Judge

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 lộc 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!

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.

ໝາງເຫລອ ສາ

ູ່ສຳຄັນ! ເອກະສານນີ້ປະກອບດ້ວຍຂໍ້ມູນທີ່ສຳຄັນກ່ຽວກັບສິດທິການຊົດເຊີຍການຫວ່າງງານ, ຄວາມຮັບຜິດຊອບ ແລະ/ຫຼືຜົນປະໂຫຍດຂອງທ່ານ. ມັນເປັນສິ່ງ ສຳ ຄັນທີ່ທ່ານຕ້ອງເຂົ້າໃຈຂໍ້ມູນໃນເອກະສານນີ້. ກຳນົດເວລາການອຸທອນ: ຖ້າທ່ານບໍ່ເຫັນດີກັບການກຳນົດ ຫຼືການຕັດສິນໃຈນີ້, ທ່ານຕ້ອງອ້ອນອຸທອນກ່ອນກຳນົດເວລາທີ່ລະບຸໄວ້ໃນເອກະສານນີ້. 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.