

About FloridaLawHelp.org

FloridaLawHelp.org is administered by Florida Legal Services, Inc. and is produced in cooperation with Pro Bono Net and the legal services organizations and government agencies throughout Florida and the United States.

This brochure is for general education only. It is not intended to be used to solve *individual problems*. If you have specific questions, see an attorney.



The Florida Bar Foundation, with Interest on Trust Accounts program funding, provides support for this service.



FLORIDA LEGAL SERVICES, INC.

FloridaLawHelp.org

To locate your local legal aid or legal services office, please visit us on the web at

www.floridalawhelp.org

Your local legal aid or legal services office can be located through either the "Find Local Help" or "Directory" links.

If you don't have access to the internet, consult your local Directory Assistance for the number of the legal aid or legal services office nearest to you.

Special thanks to Community Legal Services of Mid-Florida, Inc.

FloridaLawHelp.org

YOU MAY BE ELIGIBLE FOR REEMPLOYMENT ASSISTANCE



Were you fired? Did you quit your job?

Did a disability or a family emergency cause you to lose your job?

UNEMPLOYMENT HEARINGS

Florida is an “at will” employment state. This means that an employer can terminate your employment for any reason as long as the termination does not violate state or federal law (for example, you cannot be terminated based on discrimination).



Were you fired?

If you were fired, you may still be eligible for unemployment benefits. If you were fired because of misconduct, you may not be eligible for benefits.

What is Misconduct?

The legal definition of “misconduct” is conscious disregard of the employer’s best interests, irrespective of whether acts occur during working hours or in the work place . (generally with prior warnings from your employer) in order to be disqualified from receiving benefits.

Examples of misconduct include the following:

- Knowingly violating reasonable company rules
- Stealing from your employer
- Starting a fight on the job

What does not fall under the definition of Misconduct?

- You are too sick to go to work
- You refuse to perform a dangerous task after you tell your employer about the danger
- Your work isn’t good enough even when you have tried your best

You are eligible for unemployment benefits if you are fired for the reasons above.

What if you quit your job?

If you quit your job and the reason for quitting is not your employer’s fault, you will be disqualified from receiving unemployment benefits. For example, if you quit your job because you are getting married, you don’t like the job, or you don’t like the shift you are working, you will not be able to receive unemployment benefits.

If you quit your job due to your own illness or disability, or for the purpose of responding to a legitimate family emergency, you may be entitled to receive benefits. It is also *good cause* (i.e. you can get benefits) if you quit because the working conditions are so unsafe or unfair that the average worker in your situation would quit.

Additional examples of *good cause* :

- Your employer requires that you do something illegal
- Your employer is physically abusive or sexually harasses you
- Your employer illegally refuses to pay overtime

EVERY CASE IS DIFFERENT

Depending on the facts of your case, you may be entitled to unemployment compensation benefits.

DO NOT WAIT to find out about your legal rights. **DO NOT WAIT** to get valuable legal help.

Contact your local legal aid or legal services office to see if they can represent you.