



COMMUNITY
LEGAL SERVICES
of MID-FLORIDA

BREVARD*: 866-469-7444

CITRUS & SUMTER

106 N. Osceola Avenue, Inverness, FL 34450

CITRUS: (352) 726-6592 | **SUMTER**: 800-984-2918

FLAGLER: 800-405-1417

HERNANDO: 866-801-5566

LAKE: (352) 343-6351

226 West Main Street, Tavares, FL 32778

MARION: (352) 629-6257

2300 SE 17th Street, Suite 201, Ocala, FL 34471

ORANGE*: (407) 841-7777

122 E. Colonial Drive, Suite 200, Orlando, FL 32801

OSCEOLA: (407) 933-1791

800 North Main Street, Kissimmee, FL 34744

PUTNAM: (386) 385-0928

216 S. 6th Street, Palatka, FL 32177

SEMINOLE*: (407) 322-6673

VOLUSIA: (386) 258-5600

128 Orange Avenue, Suite 100, Daytona Beach, FL 32114

ADMINISTRATIVE OFFICE: (386) 523-9181

Client toll-free: 800-363-2357

Florida Relay TTY calls Dial 711

Via email: info@clsmf.org

Apply for help online: applyforhelp.clsmf.org

**Certain legal services not provided*

All CLSMF offices are wheelchair accessible.

www.clsmf.org



COMMUNITY
LEGAL SERVICES
of MID-FLORIDA

Reemployment Assistance



CLSMF Represents Low-Income Individuals in 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 a reason that *does not* fall under misconduct.

One-Stop Career Center Locations

Orange & Seminole Counties

Orange County One-Stop Career Center

4360 East Colonial Drive
Orlando, FL 32803
(407) 531-1227 x4400
(TDD) 711

Workforce Express

5362 Silver Star Road
Orlando, FL 32808
(407) 531-1226
(TDD) 711

Osceola County

Osceola One-Stop Career Center

1392 East Vine Street
Kissimmee, FL 34744
(407) 705-1555
(TDD) 711

Putnam County

WorkSource Career Services

Palatka Mall
400 State Road 19 N., Ste 300
Palatka, FL 32177
(888) 702-4396
(TDD) 711



Volusia County

Daytona Beach One-Stop Career Center

359 Bill France Boulevard
Daytona Beach, FL 32114
(386) 323-7001
(TDD) (386) 323-7070

DeLand One-Stop Career Center

1382 South Woodland Blvd.
DeLand, FL 32720
(386) 740-3232
(TDD) (386) 740-6960
(TDD2) (386) 740-3260

Appeal Rights for Denial of Benefits

If you are denied unemployment, you can appeal the decision. Immediately call CLSMF (our offices are listed on the back of this brochure). In the Orlando area, call CLSMF or Legal Aid to set up an appointment.

One-Stop Career Center Locations

Brevard County

Brevard Workforce-Rockledge

295 Barnes Boulevard
Rockledge, FL 32955-5325
(321)504-7600
(TDD) (800)955-8771

Citrus County

One-Stop Workforce Connection

1107 East Inverness Blvd.
Inverness, FL 34452
(352) 637-2223
(TDD) 711

Flagler County

Flagler One-Stop Career Center

20 Airport Road, Ste. E
Palm Coast, FL 32164
(386) 586-5169
(TDD) 711

Hernando County

Career Central Hernando

7361 Forest Oaks Boulevard
Spring Hill, FL 34606
(352) 666-5700
(TDD) 711

Lake & Sumter Counties

Lake/Sumter One-Stop Career Center

Southside Shopping Center
1411 South 14th St. Ste 100
Leesburg, FL 34748
(352) 360-6280
(TDD) 711

Marion County

One-Stop Workforce Connection

2703 NE 14th Street
Ocala, FL 34470
(352) 840-5700
(TDD) 711

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.

Community Legal Services of Mid-Florida, Inc. may be able to help you. Call your local CLSMF office today. Offices are listed on the back of this booklet.

Partial Unemployment Benefits

If you have been working full-time and your work hours have been reduced substantially, you may be eligible for partial unemployment benefits. While there is no clear definition of “sub-stantially reduced,” a 25% reduction in work hours would probably be considered a substantial reduction.

If you apply for partial unemployment, you must be ready and willing to accept a job that will enable you to work full-time. This means that while you are receiving unemployment benefits, you must agree to look for and accept work that would provide full-time hours.

Important Considerations

- ◆ You must have been employed for a certain amount of time before you are eligible for unemployment benefits.
- ◆ If you have been court-ordered to pay child support, the Department of Revenue could intercept your benefits and apply them to the payment of your support.
- ◆ Unemployment benefits are taxable income.

Issues that could affect your employment include the following:

- ◆ Special Education Needs
- ◆ Expunging Criminal Records

What can I do if one of these issues does interfere with getting or keeping a job?

Community Legal Service of Mid-Florida, Inc. and the Workforce Development Board of Flagler and Volusia Counties have joined forces to assist Welfare Transitional Program (WTP) participants with these issues. All services provided through this program are **free of charge**.

Your Wage Transcript

If you decide to file for unemployment, you will receive a wage transcript within 7 to 14 days. If you are eligible for benefits, the wage transcript will show you your maximum benefit amount. If you disagree with any information on the wage transcript, you have appeal rights. You can call Community Legal Services of Mid-Florida (CLSMF) for assistance. In Orange County, you can call either CLSMF or the Legal Aid Society of the Orange County Bar Association.

Where to Obtain an Unemployment Application & Learn More

For more information on unemployment benefits and to pick up an Unemployment Compensation application, visit the One-Stop Career Center nearest you. At the One-Stop Center, ask for a booklet called *Florida's Unemployment Compensation Claims Services*. This booklet can also be accessed by going to: <http://www.floridajobs.org/unemployment/claimsservices/default.htm> or you may contact a CLSMF office for a copy.

Internet Filing

The easiest and most efficient way to file an Unemployment Claim is on the Internet. You can do this by going to <http://www.myflorida.com> Select *Unemployment/Reemployment* after clicking on *View e-Government Services*.

It will take 30 minutes to an hour to complete the Internet claim.

This brochure is a publication of the Public Benefits Unit of Community Legal Services of Mid-Florida, Inc. This information is for general education only and is not intended to be used to solve individual problems, nor does it replace the advice of an attorney. The law which supports conclusions contained herein is subject to change.