

By Senator Mitchell

4-837-99

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31

A bill to be entitled
An act relating to unemployment compensation;
amending s. 443.101, F.S.; redefining the term
"just cause" to include circumstances resulting
from domestic violence; providing an effective
date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Paragraph (a) of subsection (1) of section
443.101, Florida Statutes, is amended to read:

443.101 Disqualification for benefits.--An individual
shall be disqualified for benefits:

(1)(a) For the week in which he or she has voluntarily
left his or her work without good cause attributable to his or
her employing unit or in which the individual has been
discharged by his or her employing unit for misconduct
connected with his or her work, if so found by the division.
The term "work," as used in this paragraph, means any work,
whether full-time, part-time, or temporary.

1. Disqualification for voluntarily quitting shall
continue for the full period of unemployment next ensuing
after he or she has left his or her work voluntarily without
good cause and until such individual has earned income equal
to or in excess of 17 times his or her weekly benefit amount;
"good cause" as used in this subsection shall include only
such cause as is attributable to the employing unit or which
consists of illness or disability of the individual requiring
separation from his or her work, or in which an individual is
separated from employment due to circumstances directly

1 resulting from the individual's experience of domestic
2 violence.

3 a. An employee's separation from employment shall be
4 treated as due to circumstances directly resulting from the
5 individual's experience of domestic violence if the separation
6 resulted from one of the following grounds:

7 (I) The employee's reasonable fear of future domestic
8 violence at or en route to or from the employee's place of
9 employment;

10 (II) The employee's wish to relocate to another
11 geographic area in order to avoid future domestic violence
12 against the employee or the employee's family;

13 (III) The employee's need to recover from traumatic
14 stress resulting from the employee's experience of domestic
15 violence; or

16 (IV) Any other circumstance in which domestic violence
17 causes the employee to reasonably believe that termination of
18 employment is necessary for the future safety of the employee
19 or the employee's family.

20 b. An individual shall not be disqualified under this
21 subsection for voluntarily leaving temporary work to return
22 immediately when called to work by the permanent employing
23 unit that temporarily terminated his or her work within the
24 previous 6 calendar months.

25 2. Disqualification for being discharged for
26 misconduct connected with his or her work shall continue for
27 the full period of unemployment next ensuing after having been
28 discharged and until such individual has become reemployed and
29 has earned income not less than 17 times his or her weekly
30 benefit amount and for not more than 52 weeks which
31 immediately follow such week, as determined by the division in

1 each case according to the circumstances in each case or the
2 seriousness of the misconduct, pursuant to rules of the
3 division enacted for determinations of disqualification for
4 benefits for misconduct.

5 Section 2. This act shall take effect July 1, 1999.

6

7 *****

8 SENATE SUMMARY

9 Provides that circumstances directly resulting from
10 domestic violence may be good cause for leaving
11 employment and becoming eligible for unemployment
12 compensation.

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31