

By Senator Wasserman Schultz

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1 A bill to be entitled
2 An act relating to unemployment compensation
3 for birth and adoption; creating s. 443.232,
4 F.S.; prohibiting denial of unemployment
5 compensation benefits for certain leaves of
6 absence relating to giving birth to a baby or
7 adopting a minor child; providing for
8 reductions in the amount of compensation;
9 requiring employers to post certain notices;
10 specifying certain payments as not chargeable
11 against employers; requiring the director of
12 the Agency for Workforce Innovation to report
13 to the Governor and Legislature; providing
14 application; providing an effective date.

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

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18 Section 1. Section 443.232, Florida Statutes, is
19 created to read:

20 443.232 Unemployment compensation for birth and
21 adoption.--

22 (1) Notwithstanding the provisions of s.
23 443.101(1)(a)1. and (c), an individual who is on a leave of
24 absence from his or her employer or who left work to be with
25 the individual's child during the first year of life, or
26 during the first year following placement with the individual
27 of a child under 18 years of age for adoption, shall not be
28 denied compensation under provisions of this chapter relating
29 to voluntarily quitting work, availability for work, inability
30 to work, or failure to actively seek work.

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1 (2) The provisions of this chapter concerning the
2 reduction of the amount of compensation due to receipt of
3 disqualifying income shall apply to payments under this
4 section. In addition, the following payments shall cause a
5 reduction in the compensation amount:

6 (a) Any payment from the employer resulting from a
7 birth or adoption described in subsection (1).

8 (b) Any payment resulting from a birth or adoption
9 described in subsection (1) from a disability insurance plan
10 contributed to by an employer, in proportion to the employer's
11 contribution to such plan.

12 (3) Compensation is payable to an individual under
13 this section for a maximum of 12 weeks with respect to any
14 birth or placement for adoption.

15 (4) Each employer shall post at each site operated by
16 the employer, in a conspicuous place accessible to all
17 employees, information relating to the availability of
18 unemployment compensation under this section.

19 (5) Any compensation paid under this section shall not
20 be charged to the account of the individual's employer.

21 (6) Two years following the effective date of this
22 section, the director of the Agency for Workforce Innovation
23 within the Department of Management Services shall issue a
24 report to the Governor, the President of the Senate, and the
25 Speaker of the House of Representatives evaluating the
26 effectiveness of the unemployment compensation program for
27 birth and adoption.

28 (7) This section shall be applied consistent with
29 rules adopted by the United States Department of Labor.

30 Section 2. This act shall take effect upon becoming a
31 law.

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SENATE SUMMARY

Prohibits denying unemployment compensation benefits for leaves of absence relating to adopting or giving birth to a baby. Provides for reductions in the amount of unemployment compensation benefits. Requires employers to post notices of program availability. Specifies payments of unemployment compensation for births and adoptions as not chargeable against employers. Requires the director of the Agency for Workforce Innovation to report to the Governor and Legislature on program effectiveness.