

1 A bill to be entitled
 2 An act relating to unemployment compensation; amending s.
 3 443.101, F.S.; providing definitions; providing specified
 4 circumstances under which a day laborer is deemed to have
 5 voluntarily quit employment and is disqualified for
 6 benefits; providing an effective date.

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 8 Be It Enacted by the Legislature of the State of Florida:
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10 Section 1. Subsection (10) of section 443.101, Florida
 11 Statutes, is amended to read:

12 443.101 Disqualification for benefits.--An individual
 13 shall be disqualified for benefits:

14 (10) Subject to the requirements of this subsection, if
 15 the claim is made based on the loss of employment as a leased
 16 employee for an employee leasing company or as a temporary
 17 employee for a temporary help firm or labor pool.

18 (a) As used in this subsection, the term:

19 1. "Day laborer" means any individual employed by a labor
 20 pool.

21 2. "Labor pool" has the same meaning as in s. 448.22(1).

22 3. "Leased employee" means an employee assigned to work
 23 for the clients of an employee leasing company regulated under
 24 part XI of chapter 468.

25 4. "Temporary employee" means an employee assigned to work
 26 for the clients of a temporary help firm.

27 ~~5.1-~~ "Temporary help firm" means a firm that hires its own
 28 employees and assigns them to clients to support or supplement

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29 the client's workforce in work situations such as employee
30 absences, temporary skill shortages, seasonal workloads, and
31 special assignments and projects. The term also includes a firm
32 created by an entity licensed under s. 125.012(6), which hires
33 employees assigned by a union for the purpose of supplementing
34 or supporting the workforce of the temporary help firm's
35 clients. The term does not include employee leasing companies
36 regulated under part XI of chapter 468.

37 ~~2. "Temporary employee" means an employee assigned to work~~
38 ~~for the clients of a temporary help firm.~~

39 ~~3. "Leased employee" means an employee assigned to work~~
40 ~~for the clients of an employee leasing company regulated under~~
41 ~~part XI of chapter 468.~~

42 (b) A temporary or leased employee is deemed to have
43 voluntarily quit employment and is disqualified for benefits
44 under subparagraph (1)(a)1. if, upon conclusion of his or her
45 latest assignment, the temporary or leased employee, without
46 good cause, failed to contact the temporary help or employee-
47 leasing firm for reassignment, if the employer advised the
48 temporary or leased employee at the time of hire and that the
49 leased employee is notified also at the time of separation that
50 he or she must report for reassignment upon conclusion of each
51 assignment, regardless of the duration of the assignment, and
52 that unemployment benefits may be denied for failure to report.

53 (c) A day laborer is deemed to have voluntarily quit
54 employment and is disqualified for benefits under subparagraph
55 (1)(a)1. if, upon conclusion of his or her latest assignment,
56 the day laborer, without good cause, fails to return in person

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57 on the next business day to obtain a new assignment, provided
58 that the labor pool advised the day laborer at the time of hire
59 that he or she must report in person for reassignment the next
60 business day following conclusion of each assignment, regardless
61 of the duration of the assignment, and that unemployment
62 benefits may be denied for failure to report in person.

63 Section 2. This act shall take effect July 1, 2008.