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2 An act relating to unemployment compensation; amending s.  
3 443.101, F.S.; redefining the term "temporary help firm"  
4 to include a labor pool; redefining the term "temporary  
5 employee" to include a day laborer who is employed by a  
6 labor pool; providing that a day laborer is disqualified  
7 for benefits following loss of employment with a labor  
8 pool; providing that the time of hire for a day laborer is  
9 upon acceptance of the first assignment with a labor pool;  
10 requiring the labor pool to provide written notice to the  
11 temporary employee regarding the availability of work and  
12 reassignment; providing an effective date.

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

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16 Section 1. Subsection (10) of section 443.101, Florida  
17 Statutes, is amended to read:

18 443.101 Disqualification for benefits.--An individual shall  
19 be disqualified for benefits:

20 (10) Subject to the requirements of this subsection, if the  
21 claim is made based on the loss of employment as a leased  
22 employee for an employee leasing company or as a temporary  
23 employee for a temporary help firm.

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

25 1. "Temporary help firm" means a firm that hires its own  
26 employees and assigns them to clients to support or supplement  
27 the client's workforce in work situations such as employee  
28 absences, temporary skill shortages, seasonal workloads, and  
29 special assignments and projects, and includes a labor pool as

2008854er

30 defined in s. 448.22. The term also includes a firm created by an  
31 entity licensed under s. 125.012(6), which hires employees  
32 assigned by a union for the purpose of supplementing or  
33 supporting the workforce of the temporary help firm's clients.  
34 The term does not include employee leasing companies regulated  
35 under part XI of chapter 468.

36 2. "Temporary employee" means an employee assigned to work  
37 for the clients of a temporary help firm. The term also includes  
38 a day laborer performing day labor, as defined in s. 448.22, who  
39 is employed by a labor pool as defined in s. 448.22.

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

43 (b) A temporary or leased employee is deemed to have  
44 voluntarily quit employment and is disqualified for benefits  
45 under subparagraph (1)(a)1. if, upon conclusion of his or her  
46 latest assignment, the temporary or leased employee, without good  
47 cause, failed to contact the temporary help or employee-leasing  
48 firm for reassignment, if the employer advised the temporary or  
49 leased employee at the time of hire and that the leased employee  
50 is notified also at the time of separation that he or she must  
51 report for reassignment upon conclusion of each assignment,  
52 regardless of the duration of the assignment, and that  
53 unemployment benefits may be denied for failure to report. For  
54 purposes of this section, the time of hire for a day laborer is  
55 upon his or her acceptance of the first assignment following  
56 completion of an employment application with the labor pool. The  
57 labor pool as defined in s. 448.22(1) must provide notice to the  
58 temporary employee upon conclusion of the latest assignment that

2008854er

59 work is available the next business day and that the temporary  
60 employee must report for reassignment the next business day. The  
61 notice must be given by means of a notice printed on the  
62 paycheck, written notice included in the pay envelope, or other  
63 written notification at the conclusion of the current assignment.

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