

Amendment No.

## CHAMBER ACTION

SenateHouse

.

---

Representative Nixon offered the following:

**Amendment (with title amendment)**

Remove lines 22-78 and insert:

**Section 2. Paragraph (a) of subsection (1) and subsection (2) of section 443.101, Florida Statutes, are 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 work without good cause attributable to his or her employing unit or for the week in which he or she has been discharged by the employing unit for misconduct connected with his or her work, based on a finding by the Department of

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

Commerce. As used in this paragraph, the term "work" means any work, whether full-time, part-time, or temporary.

1. Disqualification for voluntarily quitting continues for the full period of unemployment next ensuing after the individual has left his or her full-time, part-time, or temporary work voluntarily without good cause and until the individual has earned income equal to or greater than 17 times his or her weekly benefit amount. As used in this subsection, the term "good cause" includes only that cause attributable to the employing unit which would compel a reasonable employee to cease working or attributable to the individual's illness or disability requiring separation from his or her work. Any other disqualification may not be imposed.

2. An individual is not disqualified under this subsection for:

- a. Experiencing a lack of child care.
- b. Experiencing a transportation mishap or breakdown.
- c. Attending to a medical or family emergency.
- d. Working a part-time job or gig job.
- e. Living in a rural area with limited job access.
- f. ~~a.~~ Voluntarily leaving temporary work to return

immediately when called to work by the permanent employing unit that temporarily terminated his or her work within the previous 6 calendar months;

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

38 ~~g.b.~~ Voluntarily leaving work to relocate as a result of  
39 his or her military-connected spouse's permanent change of  
40 station orders, activation orders, or unit deployment orders; or

41 ~~h.e.~~ Voluntarily leaving work if he or she proves that his  
42 or her discontinued employment is a direct result of  
43 circumstances related to domestic violence as defined in s.  
44 741.28. An individual who voluntarily leaves work under this  
45 sub-subparagraph must:

46 (I) Make reasonable efforts to preserve employment, unless  
47 the individual establishes that such remedies are likely to be  
48 futile or to increase the risk of future incidents of domestic  
49 violence. Such efforts may include seeking a protective  
50 injunction, relocating to a secure place, or seeking reasonable  
51 accommodation from the employing unit, such as a transfer or  
52 change of assignment;

53 (II) Provide evidence such as an injunction, a protective  
54 order, or other documentation authorized by state law which  
55 reasonably proves that domestic violence has occurred; and

56 (III) Reasonably believe that he or she is likely to be  
57 the victim of a future act of domestic violence at, in transit  
58 to, or departing from his or her place of employment.

59 3. The employment record of an employing unit may not be  
60 charged for the payment of benefits to an individual who has  
61 voluntarily left work under sub-subparagraph 2.h. ~~2.e.~~

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

62 4. Disqualification for being discharged for misconduct  
63 connected with his or her work continues for the full period of  
64 unemployment next ensuing after having been discharged and until  
65 the individual is reemployed and has earned income of at least  
66 17 times his or her weekly benefit amount and for not more than  
67 52 weeks immediately following that week, as determined by the  
68 department in each case according to the circumstances or the  
69 seriousness of the misconduct, under the department's rules for  
70 determining disqualification for benefits for misconduct.

71 5. If an individual has provided notification to the  
72 employing unit of his or her intent to voluntarily leave work  
73 and the employing unit discharges the individual for reasons  
74 other than misconduct before the date the voluntary quit was to  
75 take effect, the individual, if otherwise entitled, shall  
76 receive benefits from the date of the employer's discharge until  
77 the effective date of his or her voluntary quit.

78 6. If an individual is notified by the employing unit of  
79 the employer's intent to discharge the individual for reasons  
80 other than misconduct and the individual quits without good  
81 cause before the date the discharge was to take effect, the  
82 claimant is ineligible for benefits pursuant to s. 443.091(1)(d)  
83 for failing to be available for work for the week or weeks of  
84 unemployment occurring before the effective date of the  
85 discharge.

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

(2) If the Department of Commerce finds that the individual has failed without good cause to apply for available suitable work, including contacting the required number of prospective employers per week for any week of unemployment claimed in the benefit year in accordance with s. 443.091, or failed to appear on three or more occasions for a scheduled job interview without notifying the prospective employer of the need to cancel or reschedule the interview, to accept suitable work when offered to him or her, to ~~or~~ return to the individual's customary self-employment when directed by the department, or to return to employment when recalled to work by the individual's employer after a temporary layoff, the disqualification continues for the full period of unemployment next ensuing after he or she failed without good cause to apply for available suitable work, accept suitable work, or return to his or her customary employment or self-employment, and until the individual has earned income of at least 17 times his or her weekly benefit amount. The department shall by rule adopt criteria to implement this subsection, including for determining the "suitability of work," as used in this section. In developing these rules, the department shall consider the duration of a claimant's unemployment in determining the suitability of work and the suitability of proposed rates of compensation for available work. Further, after an individual has received 25 weeks of benefits in a single year, suitable

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

work is a job that pays the minimum wage and is 120 percent or more of the weekly benefit amount the individual is drawing.

(a) In determining whether or not any work is suitable for an individual, the department shall consider the degree of risk to the individual's health, safety, and morals; the individual's physical fitness, prior training, experience, prior earnings, length of unemployment, and prospects for securing local work in his or her customary occupation; and the distance of the available work from his or her residence.

(b) Notwithstanding any other provisions of this chapter, work is not deemed suitable and benefits may not be denied to any otherwise eligible individual for refusing to accept new work under any of the following conditions:

1. The position offered is vacant due directly to a strike, lockout, or other labor dispute.

2. The wages, hours, or other conditions of the work offered are substantially less favorable to the individual than those prevailing for similar work in the locality.

3. As a condition of being employed, the individual is required to join a company union or to resign from or refrain from joining any bona fide labor organization.

(c) If the department finds that an individual was rejected for offered employment as the direct result of a positive, confirmed drug test required as a condition of

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

employment, the individual is disqualified for refusing to accept an offer of suitable work.

**Section 3. Paragraph (a) of subsection (3) of section 443.131, Florida Statutes, is amended to read:**

443.131 Contributions.—

(3) VARIATION OF CONTRIBUTION RATES BASED ON BENEFIT EXPERIENCE.—

(a) Employment records.—The regular and short-time compensation benefits paid to an eligible individual shall be charged to the employment record of each employer who paid the individual wages of at least \$100 during the individual's base period in proportion to the total wages paid by all employers who paid the individual wages during the individual's base period. Benefits may not be charged to the employment record of an employer who furnishes part-time work to an individual who, because of loss of employment with one or more other employers, is eligible for partial benefits while being furnished part-time work by the employer on substantially the same basis and in substantially the same amount as the individual's employment during his or her base period, regardless of whether this part-time work is simultaneous or successive to the individual's lost employment. Further, as provided in s. 443.151(3), benefits may not be charged to the employment record of an employer who furnishes the Department of Commerce with notice, as prescribed in rules of the department, that any of the following apply:

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

160           1. If an individual leaves his or her work without good  
161 cause attributable to the employer or is discharged by the  
162 employer for misconduct connected with his or her work, benefits  
163 subsequently paid to the individual based on wages paid by the  
164 employer before the separation may not be charged to the  
165 employment record of the employer.

166           2. If an individual is discharged by the employer for  
167 unsatisfactory performance during an initial employment  
168 probationary period, benefits subsequently paid to the  
169 individual based on wages paid during the probationary period by  
170 the employer before the separation may not be charged to the  
171 employer's employment record. As used in this subparagraph, the  
172 term "initial employment probationary period" means an  
173 established probationary plan that applies to all employees or a  
174 specific group of employees and that does not exceed 90 calendar  
175 days following the first day a new employee begins work. The  
176 employee must be informed of the probationary period within the  
177 first 7 days of work. The employer must demonstrate by  
178 conclusive evidence that the individual was separated because of  
179 unsatisfactory work performance and not because of lack of work  
180 due to temporary, seasonal, casual, or other similar employment  
181 that is not of a regular, permanent, and year-round nature.

182           3. Benefits subsequently paid to an individual after his  
183 or her refusal without good cause to accept suitable work from  
184 an employer may not be charged to the employment record of the

636441

Approved For Filing: 2/11/2026 3:53:25 PM



Amendment No.

185 employer if any part of those benefits are based on wages paid  
186 by the employer before the individual's refusal to accept  
187 suitable work. As used in this subparagraph, the term "good  
188 cause" does not include distance to employment caused by a  
189 change of residence by the individual. The department shall  
190 adopt rules prescribing for the payment of all benefits whether  
191 this subparagraph applies regardless of whether a  
192 disqualification under s. 443.101 applies to the claim.

193 4. If an individual is separated from work as a direct  
194 result of a natural disaster declared under the Robert T.  
195 Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C.  
196 ss. 5121 et seq., benefits subsequently paid to the individual  
197 based on wages paid by the employer before the separation may  
198 not be charged to the employment record of the employer.

199 5. If an individual is separated from work as a direct  
200 result of an oil spill, terrorist attack, or other similar  
201 disaster of national significance not subject to a declaration  
202 under the Robert T. Stafford Disaster Relief and Emergency  
203 Assistance Act, benefits subsequently paid to the individual  
204 based on wages paid by the employer before the separation may  
205 not be charged to the employment record of the employer.

206 6. If an individual is separated from work as a direct  
207 result of domestic violence and meets all requirements in s.  
208 443.101(1)(a)2.h. ~~s. 443.101(1)(a)2.c.~~, benefits subsequently  
209 paid to the individual based on wages paid by the employer

636441

Approved For Filing: 2/11/2026 3:53:25 PM

Amendment No.

210 before separation may not be charged to the employment record of  
211 the employer.

212  
213  
214 -----

215 **T I T L E   A M E N D M E N T**

216 Remove line 7 and insert:

217 benefits; amending s. 443.131, F.S.; conforming a  
218 cross-reference; creating s. 443.1112, F.S.; requiring  
219 the

636441

Approved For Filing: 2/11/2026 3:53:25 PM