

## About Community Legal Services of Mid-Florida (CLSMF)

*The mission of CLSMF is to provide access to justice through high quality legal assistance to low-income persons.*

Community Legal Services of Mid-Florida, Inc. provides free legal assistance to eligible low-income persons in civil matters (we do not provide legal assistance in criminal or traffic matters).

CLSMF provides community education seminars and detailed informational brochures on the major areas of law we practice. Please see the back of this brochure for a full listing of offices.



The Florida Bar Foundation, with *Interest on Trust Accounts* program funding, provides support for this service.

*This brochure is a publication of the Public Benefits Unit of Community Legal Services of Mid-Florida, Inc. This information is for general education only and is not intended to be used to solve individual problems, nor does it replace the advice of an attorney. The law which supports conclusions contained herein is sub-*

## Community Legal Services of Mid-Florida Offices:

**\*BREVARD: 1-866-469-7444**

**CITRUS & SUMTER**  
**106 N. Osceola Ave., Inverness, FL 34450**  
**(352) 726-6592 – CITRUS**  
**1-800-984-2918– SUMTER**

**FLAGLER: 1-800-405-1417**

**HERNANDO: 1-866-801-5566**

**LAKE— (352) 343-6351**  
**226 West Main St., Tavares, FL 32778**

**MARION— (352) 629-6257**  
**2300 SE 17th St. Suite 201**  
**Ocala, FL 34471**

**\*ORANGE — (407) 841-7777**  
**122 E. Colonial Drive, Suite 200**  
**Orlando, FL 32801**

**OSCEOLA — (407) 933-1791**  
**800 North Main St., Kissimmee, FL 34744**

**PUTNAM: (386) 385-0928**  
**216 S. 6th Street, Palatka, FL 32177**

**\*SEMINOLE: (407) 322-6673**

**VOLUSIA — (386) 258-5600**  
**128 Orange Ave., Suite 100,**  
**Daytona Beach, FL 32114**  
**Client toll-free number: 1-800-363-2357**

**ADMINISTRATIVE OFFICE:**  
**(386)506-5396**

**[info@clsmf.org](mailto:info@clsmf.org)**  
**[www.clsmf.org](http://www.clsmf.org)**

**\*Offices currently not offering Family Law services**



## Community Legal Services of Mid-Florida

# YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT COMPENSATION BENEFITS



**Were you fired?  
 Did you quit your job?**

**Did a disability or a family emergency cause you to lose your job?**

## WE REPRESENT LOW-INCOME INDIVIDUALS IN UNEMPLOYMENT HEARINGS



Florida is an “at will” employment state. This means that an employer can terminate your employment for any reason as long as the termination does not violate state or federal law (for example, you cannot be terminated based on discrimination).

### Were you fired?

If you were fired, you may still be eligible for unemployment benefits. If you were fired because of misconduct, you may not be eligible for benefits.

### What is Misconduct?

The legal definition of “misconduct” is conscious disregard of the employer’s best interests, irrespective of whether acts occur during working hours or in the work place . (generally with prior warnings from your employer) in order to be disqualified from receiving benefits.

Examples of misconduct include the following:

- Knowingly violating reasonable company rules
- Stealing from your employer
- Starting a fight on the job

### What does not fall under the definition of Misconduct?

- You are too sick to go to work
- You refuse to perform a dangerous task after you tell your employer about the danger
- Your work isn’t good enough even when you have tried your best

**You are eligible for unemployment benefits if you are fired for the reasons above.**

### What if you quit your job?

If you quit your job and the reason for quitting is not your employer’s fault, you will be disqualified from receiving unemployment benefits. For example, if you quit your job because you are getting married, you don’t like the job, or you don’t like the shift you are working, you will not be able to receive unemployment benefits.

If you quit your job due to your own illness or disability, or for the purpose of responding to a legitimate family emergency, you may be entitled to receive benefits. It is also *good cause* (i.e. you can get benefits) if you quit because the working conditions are so unsafe or unfair that the average worker in your situation would quit.

### Additional examples of good cause :

- Your employer requires that you do something illegal
- Your employer is physically abusive or sexually harasses you
- Your employer illegally refuses to pay overtime

## EVERY CASE IS DIFFERENT

Depending on the facts of your case, you may be entitled to unemployment compensation benefits.

**DO NOT WAIT** to find out about your legal rights. **DO NOT WAIT** to get valuable legal help.

Community Legal Services of Mid-Florida, Inc. may be able to help you.