

## 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.



United Way  
of Marion County



United Way  
Volusia-Flagler Counties

*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

### CAN I GET UNEMPLOYMENT COMPENSATION IF I QUIT MY JOB?

### What you need to know before you quit.



### YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT COMPENSATION

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

Generally, when someone quits their job, they are not entitled to unemployment compensation benefits. However, if the person quits their job for GOOD CAUSE ATTRIBUTABLE TO THE EMPLOYER, then unemployment compensation benefits will be paid to the employee.

### **What is voluntary quit?**

Voluntary quit means voluntarily leaving a job without intention of returning, even if under threat of discharge. If your employer threatens to fire you and give you a bad recommendation but offers to let you quit, accepting this "deal" will prevent you from collecting unemployment compensation benefits and you have no guarantee the employer will give you a good recommendation. If a good recommendation is important enough for you to give up your unemployment compensation benefits, you should get the recommendation in writing from the employer before you sign a resignation. Otherwise, never sign a resignation instead of being fired.

### **What if my employer claims I quit when I did not?**

If your employer alleges that you quit when you did not, you will need prove you have not quit your job. It is always important to get things in writing from your employer. If you are being fired, you can request something in writing that you have been discharged and why. If an employer fails to provide this, you must present witnesses to support your side at a hearing. Having other employees testify consistently with you would be great but not always practical when they are still employed by that employer. If you are fired and the employer refuses to provide you with a written record of the discharge, you should immediately tell as many people as

possible that you just got fired, that you asked for a written confirmation but were not given one.

Hopefully, either the employer will realize the folly of committing perjury at a subsequent hearing or at least one of those witnesses will testify truthfully.

### **What is Good Cause Attributable to the Employer?**

Good cause attributable to the employer means that the reason you quit your job was because of something the employer did or failed to do which made continuing to work for the employer unreasonable.

Examples of Good Cause Attributable to the employer include:

Employer significantly changes your work conditions such that a reasonable person would elect to leave the employment rather than continue under those conditions. These conditions include decrease in pay and change in shift from day to night.

You are experiencing harassment or discrimination, you have repeatedly complained to the employer about the situation without getting any relief.

The working conditions are so harsh, you are required to quit for health reasons.

Under Florida Law, if you are physically unable to continue in the work (even though it is not the employer's fault) that is good cause to quit. You will need medical evidence, such as a doctor's note, to support your case and you will need to give notice to the employer of the problem and allow him to try to give you work you can still do before quitting.

### **What is not good cause attributable to the employer?**

Problems with day care: Not being able to continue in job because you do not have someone to care for your child is not good cause attributable to the employer.

Problems with transportation: If your car breaks down and you cannot get to work, you do not have good cause attributable to the employer.

### **What do I do when my unemployment compensation claim is denied?**

You have very little time to appeal an unfavorable Notice of Determination. You must appeal the notice within twenty (20) days. You should seek legal advice and possible representation as soon as possible. We assist clients in these matters, including even representation at the Appeals Referee hearings.

### **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.**

**Call your local CLSMF office today. Offices are listed on the back of this brochure.**