

KNOW YOUR RIGHTS

Were you fired from your job?

If you were fired, you may still be eligible for unemployment benefits. If you were fired because of misconduct, you may still be eligible for benefits.

What is Misconduct?

To deny unemployment compensation, an employer must show misconduct connected to work. The law requires that this conduct be intentional or deliberate on the part of the employee and the conduct is against the interests of the employer's business before it can be considered to disqualify an employee from benefits.

Examples of misconduct include:

- Knowing violation of reasonable company rules
- Stealing from your employer
- Starting a fight on the job

What is not Misconduct?

Just because an employer calls it misconduct does not mean that the conduct satisfies the legal definition which would disqualify you from unemployment compensation benefits.

You can still be eligible for unemployment compensation if you were discharged for the following:

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

Also, minor misconduct may not be disqualifying if it is an isolated incident. Other examples of conduct that has been found not to be misconduct connected to work are:

- absence due to domestic violence
- single isolated act of negligence
- brief absence due to a family emergency

Be aware that even if the employer is alleging serious misconduct, they have the burden to prove it.

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.

CALL NOW

FOR FURTHER LEGAL HELP:

Community Legal Services of

Mid-Florida, Inc.

Helpline: 1-866-469-7444

Brevard County Legal Aid, Inc.

321-631-2500

UNEMPLOYMENT COMPENSATION



MISCONDUCT

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