



LA²W
LEGAL ADVOCACY AT WORK
P.O. BOX 2111
ORLANDO FL 32802-2111

Roughly patterned on the Family Medical and Leave Act, the new law applies only to employers with 50 or more employees and to employees who have been employed by the employer for at least three months.

New Florida Law Requires Employers To Provide Domestic Violence Leave

Effective July 1, 2007, a new Florida law will require many Florida employers to allow employees to take up to three working days of leave within a 12-month period if the employee or a family or household member is the victim of domestic violence and if the leave is sought for specific reasons related to the domestic violence.

Leave Requirements

Under the new law, to be codified at Section 741.313, Florida Statutes, an employer must provide leave to an employee to:

- Seek an injunction for protection against domestic violence, repeat violence, dating violence, or sexual violence;
- Obtain medical care or mental health counseling for the employee or a family or household member to address physical or psychological injuries resulting from the domestic violence;
- Obtain services from a victim-services organization;
- Make the employee's home secure from the domestic violence perpetrator or to seek new housing to escape the perpetrator; or
- Seek legal assistance to address issues arising from the domestic violence and to attend and prepare for court-related proceedings arising from the domestic violence.

This leave may be with or without pay, at the employer's discretion.