

STATE OF FLORIDA
REEMPLOYMENT ASSISTANCE APPEALS COMMISSION

In the matter of:

Claimant/Appellant

R.A.A.C. Docket Nos. 21-00938
21-00939

vs.

Referee Decision Nos. 0087495619-02P
0087496417-02P

Employer/-None

ORDER OF REEMPLOYMENT ASSISTANCE APPEALS COMMISSION

This consolidated matter comes before the Commission for consideration of appeals of two decisions of a reemployment assistance appeals referee. In Referee Decision No. 0087495619-02P (June 14, 2021), the claimant was held ineligible for Pandemic Unemployment Assistance (PUA) benefits for the week ending April 24, 2021.¹ We address the appeal of that decision in R.A.A.C. Docket No. 21-00938. In Referee Decision No. 0087496417-02 (June 14, 2021), the claimant was held ineligible for PUA benefits for the week ending April 17, 2021. We address the appeal of that decision in R.A.A.C. Docket No. 21-00939.

The referee's decisions advised that a request for review should specify any and all contentions of error with respect to the referee's decision, and that contentions of error not specifically raised in the request for review may be considered waived. The Commission has jurisdiction pursuant to Section 443.151(4)(c), Florida Statutes.

The Commission's review is generally limited to the issues before the referee and the evidence and other pertinent information contained in the official record. The referee has the responsibility to develop the hearing record, weigh the evidence, judge the credibility of the witnesses, resolve conflicts in the evidence, and render a decision supported by competent, substantial evidence. The Commission reviews the evidentiary and administrative record and the referee's decision to determine whether the referee followed the proper procedures, adequately developed the

¹ These benefits were made available under Section 2102 of the Coronavirus Aid, Relief, and Economic Security Act of 2020 ("CARES Act"), created by Public Law 116-136 (Mar. 27, 2020), as amended by the Continued Assistance for Unemployed Workers Act of 2020 (Dec. 27, 2020) (Pub. L. No. 116-260) and the American Rescue Plan Act of 2021 (Mar. 11, 2021) (Pub. L. No. 117-2), codified at 15 U.S.C. Chapter 116. Florida law governs the appeals process for PUA. 15 U.S.C. §9021(c)(5)(B).

evidentiary record, made appropriate and properly supported findings, and properly applied the reemployment assistance law established by the Florida Legislature. The Commission cannot reweigh the evidence and the inferences to be drawn from it. Further, absent extraordinary circumstances, the Commission cannot give credit to testimony contrary to that accepted as true by the referee.

Having considered all arguments raised on appeal and having reviewed the hearing record, the Commission concludes that the referee sufficiently followed the proper procedures and the cases do not require reopening or remanding for further proceedings. The referee's material findings are supported by competent, substantial evidence. We affirm the referee's ultimate decision holding the claimant ineligible on different legal grounds.

A covered individual eligible for PUA benefits under the CARES Act is an individual who does not qualify for state benefits and is *otherwise able to work and available for work* within the meaning of applicable state law, except the individual is unemployed, partially unemployed, or unable or unavailable to work because:

- (aa) the individual has been diagnosed with COVID-19 or is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
- (bb) a member of the individual's household has been diagnosed with COVID-19;
- (cc) the individual is providing care for a family member or a member of the individual's household who has been diagnosed with COVID-19;
- (dd) a child or other person in the household for which the individual has primary caregiving responsibility is unable to attend school or another facility that is closed as a direct result of the COVID-19 public health emergency and such school or facility care is required for the individual to work;
- (ee) the individual is unable to reach the place of employment because of a quarantine imposed as a direct result of the COVID-19 public health emergency;
- (ff) the individual is unable to reach the place of employment because the individual has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
- (gg) the individual was scheduled to commence employment and does not have a job or is unable to reach the job as a direct result of the COVID-19 public health emergency;
- (hh) the individual has become the breadwinner or major support for a household because the head of the household has died as a direct result of COVID-19;

- (ii) the individual has to quit his or her job as a direct result of COVID-19;
- (jj) the individual's place of employment is closed as a direct result of the COVID-19 public health emergency; or
- (kk) the individual meets any additional criteria established by the Secretary for unemployment assistance under this section.

15 U.S.C. §9021(a)(3)(A)(ii)(I).² In other words, PUA has three requirements for eligibility: (1) the claimant must not be eligible for state benefits, or benefits derivative of state benefits such as Pandemic Emergency Unemployment Compensation (PEUC) or extended benefits, for the weeks in question; (2) the claimant must be otherwise able to and available for work as required by state law; and (3) the claimant must demonstrate that his or her employment *or* ability to and availability for work has been adversely affected as provided by one of the identified criteria.

² Additionally, although not relevant to this case, under the authority provided by 15 U.S.C. §9021(a)(3)(A)(ii)(I)(kk), the Secretary of the Department of Labor has extended eligibility to the following individuals under certain circumstances:

- (1) self-employed individuals, including independent contractors and gig workers, who experienced a significant diminution of their customary or usual services because of the COVID-19 public health emergency;
- (2) individuals who refused to return to work or to accept an offer of work at a worksite that is unsafe due to non-compliance with local, state, or national health and safety standards directly related to COVID-19;
- (3) an individual who provides services to an educational institution or educational service agency and is unemployed or partially unemployed because of volatility in the work schedule, including changes in schedules and partial closures, that is directly caused by the COVID-19 public health emergency; and
- (4) individuals whose hours have been reduced or who have been temporarily or permanently laid off as a direct result of the COVID-19 public health emergency.

Emp. & Training Admin., U.S. Dep't of Labor, Unemp. Ins. Program Letter 16-20, Change 2, p.2, 4.b. (Jul. 21, 2020) (regarding self-employed individuals experiencing significant diminution in services); Emp. & Training Admin., U.S. Dep't of Labor, Unemp. Ins. Program Letter 16-20, Change 5, p.5-9 (Feb. 25, 2021) (regarding individuals who refused to return to work or to accept an offer of work in an unsafe worksite, employees of educational institutions and service agencies experiencing schedule volatility, and employees experiencing a reduction in hours or a layoff).

Although the claimant's initial unemployment was for a pandemic-related reason, as noted above, to be eligible the claimant must also be able to and available for work, unless the reason she is not able and available is a statutorily covered reason. A general fear of exposure to COVID-19 is not a PUA-qualifying reason for being unable to or unavailable for work. *Id.*; Emp. & Training Admin., U.S. Dep't of Labor, Unemp. Ins. Program Letter 16-20, Change 1, p. I-15, #50 (Apr. 27, 2020); Emp. & Training Admin., U.S. Dep't of Labor, Unemp. Ins. Program Letter 16-20, Change 2, p. I-7, #14 (Jul. 21, 2020).³

The referee analyzed the PUA issue solely on the issue of the claimant's unemployment, erroneously concluded that the claimant's unemployment was not related to the pandemic despite a finding that the claimant's workplace closed due to a pandemic-related government mandate. However, the referee failed to address the claimant's availability for work for the weeks in question. The claimant testified she was not working during these two weeks because she has anxiety and is fearful of contracting COVID-19. Because a general fear of COVID-19 is not a statutorily recognized reason for leaving employment or refraining from working, we affirm the referee's decision on these grounds. *See* R.A.A.C. Docket No. 20-01495 (December 28, 2020) (Lyft and Uber driver was held ineligible for PUA benefits based on general fear of contracting COVID-19.)

A review of the claimant's appeal to the Commission and Department records indicate that there are five determinations adverse to the claimant that still need to be addressed. Each of the determinations pertain to the claimant's entitlement to PUA benefits for weeks in May and June 2021. As stated above, eligibility for PUA benefits is determined on a week-by-week basis. The two determinations addressed here pertain to the claimant's entitlement to PUA benefits for the weeks ending April 17 and April 24, 2021. However, in her appeal to the Commission, the claimant argued that she was not was paid benefits for five additional weeks in May and June 2021.

On May 14, 2021, after the claimant appealed the two determinations involved here to the Department's Office of Appeals and prior to the hearing held by the appeals referee to address those determinations, five other determinations were issued addressing the claimant's eligibility for benefits. On May 14, 2021, the Department issued two of these determinations under Issue Identification No. 0088167427-01, holding the claimant not entitled to PUA benefits for the week ending May 1, 2021, and Issue Identification No. 0088166776-01, holding the

³ To be eligible for *state* reemployment assistance benefits, a claimant must be able to and available for work. §443.091(1)(d), Fla. Stat. "Available for work" means actively seeking and being ready and willing to accept suitable work." §443.036(6), Fla. Stat. "Able to work" means physically and mentally capable of performing the duties of the occupation in which work is being sought." §443.036(1), Fla. Stat.

claimant not entitled to PUA benefits for the week ending May 8, 2021. Then on June 1, 2021, the Department issued two more determinations under Issue Identification No. 0088899088-01, holding the claimant not entitled to PUA benefits for the week ending May 15, 2021, and Issue Identification No. 0088899935-01, holding the claimant not entitled to PUA benefits for the week ending May 22, 2021. Finally, on July 14, 2021, the Department issued a determination under Issue Identification No. 0089450203-01, holding the claimant was not able to and available for work pursuant to Sections 443.091(1)(d), Florida Statutes, for the week ending June 5, 2021.

Section 443.151(3)(c), Florida Statutes, requires parties to appeal adverse determinations 20 days from the distribution mailing date of the determination and provides that nonmonetary determinations are final unless appealed within 20 days. The claimant's June 14, 2021 appeal to the Commission is sufficient to constitute a timely appeal of the two determinations issued on June 1, 2021, under Issue Identification Nos. 0088899088-01 and 0088899935-01, since it was made within 20 days from the distribution/ mailing date of those determinations. Further, the claimant's June 14, 2021 appeal to the Commission is sufficient to constitute an untimely appeal of the two determinations issued on May 14, 2021, under Issue Identification Nos. 0088167427-01 and 0088166776-01, since it was made more than 20 days from the distribution/ mailing date of those determinations.

Consequently, the Office of Appeals should docket appeals to the four determinations issued under Issue Identification Nos. 0088899088-01, 0088899935-01, 0088167427-01, and 0088166776-01. In order to avoid the possibility of conflicting resolutions of the appeals, referee S. Ellis who addressed the claimant's appeal of the two companion cases now under review should be assigned to hear these four appeals. Because the claimant's appeals of the determinations issued under Issue Identification Nos. 0088167427-01 and 0088166776-01 were not filed within 20 days of the date of those determinations, the referee must first take testimony on the timeliness of the claimant's appeal, which is a prerequisite to those cases being reviewed on the merits.

Lastly, since the July 14, 2021 determination issued under Issue Identification No. 0089450203-01, holding the claimant was not able to and available for work pursuant to Sections 443.091(1)(d), Florida Statutes, for the week ending June 5, 2021, was issued after the claimant's June 14, 2021 appeal to the Commission, we are unable to consider her June 14, 2021 appeal as an appeal of that determination. Therefore, if the claimant intends to appeal that determination for a hearing, she must file an appeal of that determination to the Office of Appeals within 20 days from the distribution/ mailing date of the determination as instructed by the determination.

The referee's decisions are affirmed. The claimant is ineligible for receipt of PUA benefits for the weeks ending April 17 and April 24, 2021. The Office of Appeals should, however, docket appeals to the four determinations issued under Issue Identification Nos. 0088899088-01, 0088899935-01, 0088167427-01, and 0088166776-01, and assign the cases to appeals referee S. Ellis for hearing.

It is so ordered.

REEMPLOYMENT ASSISTANCE APPEALS COMMISSION

Frank E. Brown, Chairman
Thomas D. Epsky, Member
Joseph D. Finnegan, Member

This is to certify that on

7/28/2021,

the above order was filed in the office of the Clerk of the Reemployment Assistance Appeals Commission, and a copy mailed to the last known address of each interested party.

By: Mary Griffin

Deputy Clerk



DEPARTMENT OF ECONOMIC OPPORTUNITY
REEMPLOYMENT ASSISTANCE PROGRAM
PO BOX 5250
TALLAHASSEE, FL 32314 5250



*231945934 *

IMPORTANT: For free translation assistance, you may call 1-800-204-2418. Please do not delay, as there is a limited time to appeal.

IMPORTANTE: Para recibir ayuda gratuita con traducciones, puede llamar al 1-800-204-2418. Por favor hágalo lo antes posible, ya que el tiempo para apelar es limitado.

ENPÒTAN: Pou yon intèpret asistè ou gratis, nou gendwa rélé 1-800-204-2418. Sil vou plè pa pràn àmpil tòn, paské tòn limitè pou ou ranpli apèl la.

Docket No. 0087 4956 19-02

Jurisdiction: §443.151(4)(a)&(b) Florida Statutes

CLAIMANT/Appellant

EMPLOYER/Appellee

APPEARANCES

Claimant

PANDEMIC UNEMPLOYMENT ASSISTANCE APPEAL DECISION

Important appeal rights are explained at the end of this decision.

Derechos de apelación importantes son explicados al final de esta decisión.

Yo eksplike kèk dwa dapèl enpòtan lan fen desizyon sa a.

Issues Involved: Pandemic Unemployment Assistance (PUA): Whether the claimant is entitled to Pandemic Unemployment Assistance, pursuant to 20 CFR, Chapter V, Section 625 and Section 2102 of the CARES Act of 2020, Public Law (Pub. L.) 116-136.

FINDINGS OF FACT: Claimant timely appealed an eligibility determination dated 5/3/2021.

Claimant became unemployed in March 2020 when her place of employment was closed under state mandate due to the COVID-19 public health emergency. Claimant suffers debilitating anxiety and panic attacks. Claimant is not currently working because of her fear of contracting COVID-19; she avoids family and people because of her fears. Claimant has no medical certification excusing her from employment because of her anxiety and panic attacks.

Claimant's weekly benefit allowance is \$125.

CONCLUSIONS OF LAW:

Pandemic Unemployment Assistance (PUA): In order to be eligible for PUA benefits under the CARES Act, a claimant must be unemployed, partially unemployed, or unable or unavailable to work because:

(aa) the individual has been diagnosed with COVID-19 or is experiencing symptoms of COVID-19 and seeking a medical diagnosis;

(bb) a member of the individual's household has been diagnosed with COVID-19;

(cc) the individual is providing care for a family member or a member of the individual's household who has been diagnosed with COVID-19;

(dd) a child or other person in the household for which the individual has primary caregiving responsibility is unable to attend school or another facility that is closed as a direct result of the COVID-19 public health emergency and such school or facility care is required for the individual to work;

(ee) the individual is unable to reach the place of employment because of a quarantine imposed as a direct result of the COVID-19 public health emergency;

(ff) the individual is unable to reach the place of employment because the individual has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;

(gg) the individual was scheduled to commence employment and does not have a job or is unable to reach the job as a direct result of the COVID-19 public health emergency;

(hh) the individual has become the breadwinner or major support for a household because the head of the household has died as a direct result of COVID-19;

(ii) the individual has to quit his or her job as a direct result of COVID-19;

(jj) the individual's place of employment is closed as a direct result of the COVID-19 public health emergency; or

(kk) the individual meets any additional criteria established by the Secretary for unemployment assistance under this section. 15 U.S.C. §9021(a)(3)

Unemployment must be a direct and immediate result of the pandemic, and not the result of a longer chain of events

precipitated or exacerbated by the pandemic. 15 U.S.C. §9021(h); 20 C.F.R. §625.5(c). Unemployment due to a general fear of exposure to COVID-19 or due to inability to find work during the pandemic does not constitute a PUA-qualifying reason for unemployment under the CARES Act. 15 U.S.C. §9021(a)(3)

The record evidences claimant does not meet any of the criteria listed above. Claimant's unemployment in the period 4/18/2021 through 4/24/2021 is not as a direct and immediate result of the pandemic but rather is because of her fear of exposure to COVID-19. General fear of exposure to COVID-19 does not constitute a PUA-qualifying reason for unemployment under the CARES Act. Claimant is therefore INELIGIBLE to receive PUA, unless otherwise eligible.

DECISION: The Determination is AFFIRMED.

Claimant's unemployment in the period 4/18/2021 through 4/24/2021 is not as a direct and immediate result of the pandemic. Claimant is INELIGIBLE to receive PUA in this period, unless otherwise eligible.

This is to certify that a copy of the above decision was distributed/mailed to the last known address of each interested party on June 14, 2021.

S. Ellis
Appeals Referee



Jessica Farrell, Deputy Clerk

IMPORTANT - APPEAL RIGHTS: This decision will become final unless a written request for review or reopening is filed within 20 calendar days after the distribution/mailed date shown. If the 20th day is a Saturday, Sunday or holiday defined in F.A.C. 73B-21.003(4), filing may be made on the next day that is not a Saturday, Sunday or holiday. If this decision disqualifies and/or holds the claimant ineligible for benefits already received, the claimant will be required to repay those benefits. The specific amount of any overpayment will be calculated by the Department and set forth in a separate overpayment determination. However, the time to request review of this decision is as shown above and is not stopped, delayed or extended by any other determination, decision or order.

A party who did not attend the hearing for good cause may request reopening, including the reason for not attending, at connect.myflorida.com or by writing to the address at the top of this decision. The date of the confirmation page will be the filing date of a request for reopening on the Department's Web Site.

A party who attended the hearing and received an adverse decision may file a request for review to the Reemployment Assistance Appeals Commission, 1211 Governors Square Boulevard, Suite 300, Tallahassee, FL 32301-2975; (Fax: 850-488-2123); <https://raaciap.floridajobs.org>. If mailed, the postmark date will be the filing date. If faxed, hand-delivered, delivered by courier service other than the United States Postal Service, or submitted via the Internet, the date of receipt will be the filing date. To avoid delay, include the docket number and the last five digits of the claimant's social security number. A party requesting review should specify any and all allegations of error with respect to the referee's decision, and provide factual and/or legal support for these challenges. Allegations of error not specifically set forth in the request for review may be considered waived.

There is no cost to have a case reviewed by the Commission, nor is a party required to be represented by an attorney or other representative to have a case reviewed. The Reemployment Assistance Appeals Commission has not been fully integrated into the Department's CONNECT system. While correspondence can be mailed or faxed to the Commission, no correspondence can be submitted to the Commission via the CONNECT system. All parties to an appeal before the Commission must maintain a current mailing address with the Commission. A party who changes his/her mailing address in the CONNECT system must also provide the updated address to the Commission, in writing. All correspondence sent by the Commission, including its final order, will be mailed to the parties at their mailing address on record with the Commission.

IMPORTANTE - DERECHOS DE APELACIÓN: Esta decisión pasará a ser final a menos que una solicitud por escrito para revisión o reapertura se registre dentro de 20 días de calendario después de la distribución/fecha de envío marcada en que la decisión fue remitida por correo. Si el vigésimo (20) día es un sábado, un domingo o un feriado definidos en F.A.C. 73B-21.003(4), el registro de la solicitud se puede realizar en el día siguiente que no sea un sábado, un domingo o un feriado. Si esta decisión descalifica y/o declara al reclamante como inelegible para recibir beneficios que ya fueron recibidos por el reclamante, se le requerirá al reclamante reembolsar esos beneficios. La cantidad específica de cualquier sobrepago [pago excesivo de beneficios] será calculada por la Agencia y establecida en una determinación de pago excesivo de beneficios que será emitida por separado. Sin embargo, el límite de tiempo para solicitar la revisión de esta decisión es como se establece anteriormente y dicho límite no es detenido, demorado o extendido por ninguna otra determinación, decisión u orden.

Una parte que no asistió a la audiencia por una buena causa puede solicitar una reapertura, incluyendo la razón por no haber comparecido en la audiencia, en connect.myflorida.com o escribiendo a la dirección en la parte superior de esta decisión. La fecha de la página de confirmación será la fecha de presentación de una solicitud de reapertura en la página de Internet del Departamento.

Una parte que asistió a la audiencia y recibió una decisión adversa puede registrar una solicitud de revisión con la Comisión de Apelaciones de Servicios de Reempleo; Reemployment Assistance Appeals Commission, 1211 Governors Square Boulevard, Suite 300, Tallahassee, FL 32301-2975; (Fax: 850-488-2123); <https://raaciap.floridajobs.org>. Si la solicitud es enviada por correo, la fecha del sello de la oficina de correos será la fecha de registro de la solicitud. Si es enviada por telefax, entregada a mano, entregada por servicio de mensajería, con la excepción del Servicio Postal de Estados Unidos, o realizada vía el Internet, la fecha en la que se recibe la solicitud será la fecha de registro. Para evitar demora, incluya el número de expediente [docket number] y los últimos cinco dígitos del número de seguro social del reclamante. Una parte que solicita una revisión debe especificar cualquiera y todos los alegatos de error con respecto a la decisión del árbitro, y proporcionar fundamentos reales y/o legales para substanciar éstos desafíos. Los alegatos de error que no se establezcan con especificidad en la solicitud de revisión pueden considerarse como renunciados.

No hay ningún costo para tener un caso revisado por la Comisión, ni es requerido que una parte sea representado por un abogado u otro representante para poder tener un caso revisado. La Comisión de Apelación de Asistencia de Reempleo no ha sido plenamente integrado en el sistema CONNECT del Departamento. Mientras que la correspondencia puede ser enviada por correo o por fax a la Comisión, ninguna correspondencia puede ser sometida a la Comisión a través del sistema CONNECT. Todas las partes en una apelación ante la Comisión deben mantener una dirección de correo actual con la Comisión. La parte que cambie su dirección de correo en el sistema CONNECT también debe proporcionar la dirección actualizada a la Comisión, por escrito. Toda la correspondencia enviada por la Comisión, incluida su orden final, será enviada a las partes en su dirección de correo en el registro con la Comisión.

ENPÒTAN - DWA DAPÈL: Desizyon sa a ap definitiv sòf si ou depoze yon apèl nan yon delè 20 jou apre dat distribisyon/postaj. Si 20yèm jou a se yon samdi, yon dimanch oswa yon jou konje, jan sa defini lan F.A.C. 73B-21.003(4), depo an kapab fèt jou aprè a, si se pa yon samdi, yon dimanch oswa yon jou konje. Si desizyon an diskalifye epi/oswa deklare moun k ap fè demann lan pa kalifye pou alokasyon li resevwa deja, moun k ap fè demann lan ap gen pou li remèt lajan li te resevwa a. Se Ajans lan k ap kalkile montan nenpòt ki peman anplis epi y ap detèmine sa lan yon desizyon separe. Sepandan, delè pou mande revizyon desizyon sa a se delè yo bay anwo a; Okenn lòt detèminasyon, desizyon oswa lòd pa ka rete, retade oubyen pwolonje dat sa a.

Yon pati ki te gen yon rezon valab pou li pat asiste seyans lan gen dwa mande pou yo ouvri ka a ankò; fòk yo bay rezon yo pat ka vini an epi fè demann nan sou sitwèb sa a, connect.myflorida.com oswa alekri nan adrès ki mansyone okomansman desizyon sa a. Dat cofimasyon page sa pral jou ou ranpli deman pou reouvewti dan web sit depatman.

Yon pati ki te asiste odyans la epi li resevwa yon desizyon negatif kapab soumèt yon demann pou revizyon retounen travay Asistans Komisyon Apèl la, Reemployment Assistance Appeals Commission, 1211 Governors Square Boulevard, Suite 300, Tallahassee, FL 32301-2975; (Faks: 850-488-2123); <https://raaciap.floridajobs.org>. Si poste a, dat tenm ap dat li ranpli aplikasyon. Si fakse, men yo-a delivre, lage pa sèvis mesajè lèt pase Etazini Sèvis nan Etazini Nimewo, oswa soumèt sou Entènèt la, dat yo te resevwa ap dat li ranpli aplikasyon.

Pou evite reta, mete nimewo rejis la ak senk dènye chif nimewo sekirite sosyal demandè a sosyal demandè a sekirite. Yon pati pou mande revizyon ta dwe presize nenpòt ak tout akizasyon nan erè ki gen rapò ak desizyon abit la, yo epi bay sipò reyèl ak / oswa legal pou defi sa yo. Alegasyon sou erè pa espesyalman tabli nan demann nan pou revizyon yo kapab konsidere yo egzante.

Pa gen okenn kou pou Komisyon an revize yon ka, ni ke yon pati dwe reprezante pa yon avoka oubyen lòt reprezantan pou ke la li a revize. Komisyon Apèl Asistans Reyanbochaj pa te entegre antyèman nan sistèm CONNECT Depatman an. Byenke korespondans kapab fakse oubyen pòste bay Komisyon an, okenn korespondans pa kapab soumèt bay Komisyon an atravè sistèm CONNECT. Tout pati ki nan yon apèl devan Komisyon an dwe mentni yon adrès postal ki ajou avèk Komisyon an. Yon pati ki chanje adrès postal li nan sistèm CONNECT la dwe bay Komisyon an adrès ki mete ajou a tou. Tout korespondans ke Komisyon an voye, sa enkli manda final li, pral pòste voye bay pati yo nan adrès postal yo genyen nan achiv Komisyon an.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.