



## Jury Services Employer Information

In Orange & Osceola Counties, the term of jury service is one day or the length of one trial. Jurors are expected to report for service on their assigned date.

If an individual is a member or an alternate member of a jury panel, his or her term of service will end when the trial reaches a verdict or the deliberation stage is concluded. If an individual is not selected for a case or in voir dire proceedings by the end of the day then his/her service will have been concluded. A form certifying the number of days a juror performed jury service will be furnished to the juror upon request.

State law does not require employers to compensate employees who are absent because of jury service. Many employers do, however, have jury-leave policies that provide compensation to employees for the time they are needed at court for jury service. It is important to note that employers may not take any punitive action against an employee while they are summoned to serve as a juror.

### **40.271 Jury service.--**

- (1) No person summoned to serve on any grand or petit jury in this state, or accepted to serve on any grand or petit jury in this state, shall be dismissed from employment for any cause because of the nature or length of service upon such jury.
- (2) Threats of dismissal from employment for any cause, by an employer or his or her agent to any person summoned for jury service in this state, because of the nature or length of service upon such jury may be deemed a contempt of the court from which the summons issued.
- (3) A civil action by the individual who has been dismissed may be brought in the courts of this state for any violation of this section, and said individual shall be entitled to collect not only compensatory damages, but, in addition thereto, punitive damages and reasonable attorney fees for violation of this act.

Juries play an important and crucial role in our country's democratic process. Without them, our legal system would grind to a halt. Your help is essential in ensuring that all citizens are available to serve on juries when called.

The Judges of the Ninth Judicial Circuit Court wish to extend our deepest appreciation to public and private employers in Orange & Osceola County for supporting the jury system. We cannot emphasize how crucial your support is. Without employer participation, jury trials would come to a standstill. As a consequence, private and corporate residents would lose a fundamental principle on which we all depend - justice.

## NOTICE

There is currently a nationwide identity theft scam where callers try to get personal information under the guise of missed jury duty. Ninth Circuit Court staff will never ask prospective jurors for financial information such as credit card or bank account information. We will also never ask for social security numbers over the phone. **Do not** provide this kind of information to anyone claiming to represent the court system. If you receive this type of call, please hang up and call 407-836-2206, in Orange County, or 407-742-2421, in Osceola County.