

Florida ▾

An employee is given extra tasks apart from his usual job. If he has a stroke at work, can the employer be held responsible?



(I): Question input and location selection

An employee is given extra tasks apart from his usual job. If he has a stroke at work, can the employer be held responsible?



1. Was the employee ordered to perform the extra tasks by their supervisor or someone with authority?

- ☐ A. Yes the tasks were assigned by a supervisor.
- ☐ B. No the tasks were volunteered by the employee.
- ☐ C. The tasks were not explicitly assigned but were implied as part of the job.

2. Were the extra tasks significantly different from the employee's usual duties?

- ☐ A. Yes the tasks were completely outside the employee's normal job description.
- ☐ B. No the tasks were related to the employee's usual duties but required extra effort.
- ☐ C. The tasks were somewhat different but still within the realm of the employee's job responsibilities.

3. Did the employee have any pre-existing medical conditions that could have contributed to the stroke?

- ☐ A. Yes the employee had known health issues that could have contributed to the stroke.
- ☐ B. No the employee did not have any known health issues before the stroke.
- ☐ C. The employee's medical history is not relevant to the situation.

Submit

(II): Generation of clarifying questions and options



[Conclusion]

Under Florida law, an employer may be held responsible for an employee's work-related injury or illness, including a stroke, if it can be proven that the injury or illness arose out of and in the course of employment. If the extra tasks assigned to you were a significant contributing factor to your stroke, you may be eligible for workers' compensation benefits.

See Fla. Stat. § 440.02(1) (2022) ("Injury" means personal injury or death resulting from an accident arising out of and in the course of employment...). Additionally, Florida courts have established that an employer has a duty to provide a safe work environment for its employees. See Hillsborough County v. Hawkins, 613 So.2d 527, 529 (Fla. 1st DCA 1993) ("An employer has a nondelegable duty to provide its employees with a safe place to work...").

[Jurisprudential Analysis]

Basic Legal Relationship: The basic legal relationship in this scenario is that of employer and employee, with the employer having a duty to provide a safe work environment and the employee having a duty to perform their assigned tasks.

Nature of Actions: The nature of the actions involved is that the employer assigned extra tasks to the employee, which may have contributed to the employee's stroke. The employee's actions were in the course of their employment, and the employer had control over the work environment and the tasks assigned to the employee.

Judicial Obligations: The judicial obligation in this scenario would be to determine whether the employer breached its duty to provide a safe work environment and whether the employee's stroke arose out of and in the course of employment. The court would need to consider the specific circumstances of the case, including the nature of the extra tasks assigned to the employee and whether the employer took reasonable steps to prevent the employee's injury.

[Resolution Suggestions]

To resolve this issue, I suggest the following steps:

1. **Report the incident:** Immediately report the incident to your employer, including the details of the extra tasks you were assigned and how they may have contributed to your stroke.
2. **Seek medical attention:** Seek medical attention as soon as possible to document your injury and obtain a diagnosis.
3. **File a workers' compensation claim:** File a workers' compensation claim with the Florida Division of Workers' Compensation to seek benefits for your work-related injury.
4. **Consult with an attorney:** Consult with an attorney specializing in workers' compensation law to ensure your rights are protected and to help navigate the claims process.
5. **Negotiate with your employer:** If possible, negotiate with your employer to reach a settlement or agreement regarding your workers' compensation benefits.

It is essential to note that the best course of action will depend on the specific circumstances of your case. I recommend consulting with an attorney to determine the most effective way to resolve your claim.

(III): Generation of professional legal responses