

**HR FLORIDA LEGISLATIVE CONFERENCE**  
**February 12 -13, 2020**

SHRM chapter representatives across the state met together with members of HR Florida State Council last month to discuss proposed HR legislation and the effects it would have on local employers and employees. Emily Dickens, SHRM's Head of Government Affairs and Lance Lozano with the Florida United Businesses Association spoke about the importance of Advocacy and how the voice of HR impacts workplace policy. We then met with legislators to provide our perspectives and encourage them to vote in support of our employers.

Dana Mullins, Mike Owens, Sharon Williams and Tracy Herman met with Senator Anitere Flores and Representative Alex Andrade. Detailed information was left for Senator Broxson and Representatives Jayer Williamson and Mike Hill who were not available for meetings.

A full position list of the 2020 Workplace Legislation is now on the GPSHRM site.

**Issues Specifically Discussed with Legislators:**

**Wage and Hour/ Conditions of Employment**

**Employment Conditions – S.1126 (Gruters, D-23) H.305 (Rommel, D-106)**

Prohibits a political subdivision from establishing, mandating, or otherwise requiring an employer to offer conditions of employment which are not otherwise required by state or federal law; specifying that the regulation of conditions of employment is expressly preempted by to the state, etc.

**HR FLORIDA'S POSITION:** HR Florida supports this legislation as it eliminates the complexities of managing an organization in multiple jurisdictions by **disallowing cities, counties, and other municipalities from creating locally mandated conditions of employment.**

**STATUS:** S.1126 – 12/4/2019 PREFILED.

Now in LOCAL, FEDERAL AND VETERANS AFFAIRS SUBCOMMITTEE

1/24/20 ON COMMITTEE AGENDA- LOCAL, FEDERAL AND VETERANS AFFAIRS

1/28/20 FAVORABLY IN LOCAL, FED AND VETERANS AFFAIRS YEAS 10 NAYS 5;

NOW IN COMMERCE COMMITTEE

## **Pre-Employment Verifications**

### **Verification of Employment- S.664 (Lee, D-020)**

Relates to the verification of employment eligibility; defines terms; requires employers to register with and use the E-Verify system beginning on a specified date to verify the employment eligibility of new employees; requires the Department of Economic Opportunity to order certain agencies to suspend an employer's license under certain circumstances.

**HR FLORIDA'S POSITION:** HR Florida supports this legislation as it would require employers to E-verify which will reduce their responsibility.

**STATUS:** 10/24/2019 PREFILED.

11/06/2019 To SENATE Committee on JUDICIARY.

11/06/2019 Referred to SENATE Committee on COMMERCE AND TOURISM.

11/06/2019 Referred to SENATE Committee on RULES.

1/14/2020 Introduced -SJ 50

2/6/2020 On Committee Agenda- Judiciary, voted in favor 2/11/2020

2/18/2020 Commerce and Tourism, voted in favor 2/18/2020

3/2/2020 House Rules, voted in favor 3/2/2020

3/10/2020 Amendments filed

### **Verification of Employment Eligibility – S. 1822 (Gruters, D-23); HB 1265 (Fitzenhagen, D-78)**

Requiring public employers, contractors, and subcontractors to register with and use the E-Verify system; prohibiting such entities from entering into a contract unless each party to the contract registers with and uses the E-Verify system; requiring private employers to verify the employment eligibility of newly hired employees, beginning on a specified date; providing acceptable methods for verifying employment eligibility, etc.

**HR FLORIDA'S POSITION:** Opposes this bill. Certain industry segments such as agricultural workers would not be subject to E-verify.

**STATUS:** 1/17/20 REFERRED to Commerce Committee, Appropriations

## **Miscellaneous**

### **Employer Contributions for Reemployment Assistance -SB 1356 (Bean D-4)/H. 1253 (McClure, D-58)**

Employer Contributions for Reemployment Assistance; Reducing the initial rate that certain client companies of employee leasing companies must pay under specified circumstances to tax collection service providers; requiring the tax collection service provider to adjust the initial employer contribution rate under certain circumstances, etc.

**HR FLORIDA'S POSITION:** Supports this bill as it would reduce the "restart" tax for client companies of PEO organizations from 2.7% to 1%.

**STATUS:** 2/4/2020- FAVORABLE BY WORKFORCE DEVELOPMENT AND TOURISM SUBCOMMITTEE, YEAS 13 NAYS 0, NOW IN WAYS AND MEANS COMMITTEE

Additional information available: HR Policy Action Center - [Advocacy.SHRM.org](https://www.advocacy.shrm.org)

We will continue to meet with our legislators at home during the time these bills are being drafted, offering assistance as a resource to provide appropriate legislation that is fair to workers and does not adversely impact businesses. All HR professionals should contact their local legislators to advise them regarding the effects proposed bills would have on their organizations.