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### **2021 HR Florida Priority Workplace Legislation**

#### **SB 72 / HB 7: Civil Liability for Damages Relating to COVID-19**

- Senator Jeff Brandes (District 24, Republican, parts of Pinellas)
- Representative Lawrence McClure (District 58, Republican, parts of Hillsborough)
- Providing requirements for a civil action based on a COVID-19-related claim; providing that the plaintiff has the burden of proof in such action; providing a statute of limitations; providing severability; providing retroactive applicability, etc.; would apply retroactively.
- *3/11/2021- Senate - CS by- Rules; YEAS 10 NAYS 5*
- *3/5/2021 – House - CS passed; YEAS 83, NAYS 31*
- **HR Florida supports this bill because it will protect employers from claims of liability.**

#### **SB 78 / HB 947: Dues and Uniform Assessments**

- Senator Ray Wesley Rodrigues (District 27, Republican, part of Lee)
- Representative Scott Plakon (District 29, Republican, part of Seminole)
- Requiring that a public employee who desires to join an employee organization sign a membership authorization form; requiring an employee organization to revoke an employee's membership upon receipt of the employee's request for revocation; providing that certain deductions commence upon the employer's receipt and confirmation of the employee's signed deduction authorization form; specifying the time period that an employee's authorization to deduct dues and uniform assessments remains in effect, etc.
- *Senate - Favorable by Governmental Oversight and Accountability and Judiciary; now in Rules*
- *House - Favorable by Government Operations Subcommittee; now in State Affairs Committee*
- **HR Florida supports this bill because it creates more transparency for employees.**

#### **SB 258 / H 531: Internship Tax Credit Program**

- Senator Shevrin D. "Shev" Jones (District 25, Democrat, parts of Miami-Dade, Broward counties)
- Representative Dan Daley (District 97, Democrat, parts of Broward)
- SB/HB are similar but not identical
- Designating the "Florida Internship Tax Credit Program"; providing a corporate income tax credit for qualified businesses employing degree-seeking student interns if certain criteria are met; specifying the amount of the credit a qualified business may claim per student intern, etc.
- *Senate – Passed Education and Finance & Tax; now in Appropriations*

- *House – Referred to Post-Secondary Education & Lifelong Learning Subcommittee, Ways & Means Committee, Education & Employment Committee, and Appropriations Committee*
- **HR Florida supports this bill.**

### **SB 922 / HB 541: Veterans’ Preference in Employment**

- Senator Danny Burgess (District 20, Republican, Consists of parts of Hillsborough, Pasco, Polk counties)
- Representative James Vernon Buchanan (District 74, Republican, part of Sarasota County)
- SB 922 / HB 541 are similar but not identical
- Authorizing the state and its political subdivisions to waive certain postsecondary educational requirements for employment for servicemembers and veterans who meet specified criteria; revising the list of positions that are exempt from veterans’ preference requirements; requiring, rather than authorizing, each political subdivision to develop and implement a veterans’ recruitment plan for specified purposes; modifying point preferences given to veterans and their family members when a numerically based selection process is used for hiring, etc.
- *Senate – Favorable by Military and Veterans Affairs, Space, and Domestic Security; Now in Rules*
- *House – Favorable by Local Administration & Veterans Affairs Subcommittee; Now in Professions & Public Health Subcommittee*
- **HR Florida opposes this legislation because it creates inconsistencies in hiring criteria across employers.**

## **Other 2021 Workplace Legislation**

### **Employer Protections**

#### **SB 72 / HB 7: Civil Liability for Damages Relating to COVID-19**

- See page 1

### **Pre-Employment Screening**

#### **HB 6013: Verification of Employment Eligibility by a Private Employer**

- Representative Anthony Sabatini (District 32, Republican, parts of Lake)
- No Senate companion at this time
- Removes option for private employer to verify person's employment eligibility using specified federal form; removes requirement private employer maintain records for specified length of time; removes authorization for certain persons & entities to request, & requirement that private employer provide, documentation relating to person's employment eligibility.
- *House - Referred to Regulatory Reform Subcommittee; Commerce Committee*
- **HR Florida opposes this legislation because employment eligibility is already regulated by the federal government.**

### **SB 1026: Background Screening**

- Senator Randolph Bracy (District 11, Democrat, part of Orange county)
- No House companion at this time
- Prohibiting an entity from inquiring into or considering an applicant's criminal history before the applicant has received a conditional offer of employment; prohibiting an entity from considering specified information in connection with an application for employment; requiring an entity to consider specified factors when determining whether an applicant may be disqualified from employment, etc.
- *Senate - Referred to Criminal Justice; Appropriations Subcommittee on Transportation, Tourism, and Economic Development; Appropriations*
- **HR Florida opposes this legislation.**

### **SB 1646: Background Screening**

- Senator Bobby Powell (District 30, Democrat, part of Palm Beach county)
- No House companion at this time
- Similar to SB 1026
- Prohibiting employers from excluding applicants from an initial interview for employment under certain conditions; providing a civil penalty for violations of the act; requiring the Department of Economic Opportunity to enforce the act, etc.
- *Senate – Referred to Commerce and Tourism; Criminal Justice; Rules*
- **HR Florida opposes this legislation.**

### **HB 1331: Conviction History of an Applicant for Employment**

- Representative Joseph Anthony Casello (District 90, Democrat, part of Palm Beach)
- No Senate companion at this time but similar to SB 1026, SB 1646
- Prohibits employers from excluding applicants from initial interview for employment under certain conditions; provides civil penalty for violations of act; requires DEO to enforce act.
- *House - Referred to Regulatory Reform Subcommittee; Criminal Justice & Public Safety Subcommittee; and Commerce Committee*
- **HR Florida opposes this legislation.**

## **Discrimination**

### **SB 364: Discrimination on the Basis of Personal Health Information**

- Senator Joe Gruters (District 23, Republican, all of Sarasota county and part of Charlotte county)
- No House companion at this time
- Prohibiting business and governmental entities that require individuals to present driver licenses and identification cards for specified purposes from taking certain actions on the basis of individuals' vaccination status and proof of immunity from any virus; prohibiting public accommodations from discriminating against individuals on the basis of vaccination or immunity status, etc.
- *1/11/2021 Senate - Referred to Commerce and Tourism; Governmental Oversight and Accountability; Rules*
- **HR Florida supports this bill because it protects individuals choice and applies across the board to businesses and governmental entities (not just in the employment context).**

### **SB 256 / HB 107: Discrimination in Labor and Employment**

- Senator Linda Stewart (District 13, Democrat, parts of Orange)
- Representative Geraldine F. "Geri" Thompson (District 44, Democrat, parts of Orange)
- SB 256 / HB 107 are identical
- Creating the "*Senator Helen Gordon Davis Fair Pay Protection Act*"; prohibiting an employer from providing less favorable employment opportunities to employees based on their sex; prohibiting an employer from taking certain employment actions against employees; prohibiting an employer from engaging in certain activities relating to wages and benefits; prohibiting an employer from requiring employees to sign certain waivers and documents, etc.
- *Senate – 12/21/2020 – Referred to Commerce and Tourism; Judiciary; Rules*
- *House – 1/20/2021 – Referred to Regulatory Reform Subcommittee; Civil Justice and Property Rights Subcommittee; Commerce Committee*
- **HR Florida opposes this bill. HR Florida supports legislation promoting equal pay. HR Florida is concerned, however, that the proposed bill implicitly creates a private cause of action. Further, we are concerned about the limitations placed on an employer's ability to use information from inquiries as to prior wage history, as such information is often valuable in the hiring process.**

### **SB 384 / HB 581: Unlawful Employment Practices**

- Senator Ana Maria Rodriguez (District 39, Republican, Monroe county and parts of Miami-Dade county)
- Representative Dottie Joseph (District 108, Democrat, part of Miami-Dade)
- SB 384 / HB 581 are similar but not identical
- Expanding the list of unlawful employment practices to include certain actions against employees and job applicants with medical needs related to pregnancy; requiring employers to provide a written notice of certain rights relating to pregnancy to employees and to post such notice in conspicuous places on the premises; requiring the Florida Commission on Human Relations to develop certain education and outreach programs, etc.
- *Senate - Referred to Commerce and Tourism; Governmental Oversight and Accountability; Rules*
- *House – referred to Civil Justice & Property Rights Subcommittee; Commerce Committee; and Judiciary Committee*
- **HR Florida opposes this bill. Pregnancy status is already a protected class under the FCRA. The terms of this bill are vague and create more ambiguity for employers.**

### **SB 476: Prohibited Discrimination**

- Senator Randolph Bracy (District 11, Democrat, parts of Orange county)
- Similar to HB 179, but not identical
- Citing this act as the "Creating a Respectful and Open World for Natural Hair Act," or "CROWN Act"; providing that it is unlawful for sponsors under the Florida Housing Finance Corporation Act to discriminate against any person or family because of traits historically associated with race, etc.
- "Protective hairstyle" includes, but is not limited to, hairstyles such as braids, locks, or twists.
- *Last Action: 1/15/2021 Senate - Referred to Community Affairs; Judiciary; Rules*
- **HR Florida takes a neutral position on this bill.**

#### **HB 179: Prohibited Discrimination Based on Hairstyle**

- Representative Kamia Brown (District 45, Democrat, part of Orange)
- Similar to SB 476, but not identical
- Prohibited Discrimination Based on Hairstyle; Provides that it is unlawful to discriminate against any person because of protected hairstyle in areas of housing, employment, & K-20 public education system.
- *Last Action: 1/22/2021 House - Referred to Civil Justice and Property Rights Subcommittee; Commerce Committee; Education and Employment Committee; Judiciary Committee*
- **HR Florida takes a neutral position on this bill.**

#### **SCR 500 / HB 475: Equal Rights for Men and Women**

- Senator Audrey Gibson (District 6, Democrat, parts of Duval)
- Representative Patricia Williams (District 92, Democrat, parts of Broward)
- Ratifying the proposed “Equal Rights Amendment” to the Constitution of the United States relating to equal rights for men and women, etc.
- *Last Action: 1/15/2021 Senate - Referred to Judiciary; Commerce and Tourism; Rules*
- *2/8/2021 House - Referred to Public Integrity & Elections Committee and Judiciary Committee*
- **HR Florida takes a neutral position on this bill.**

### **Consumer Data Privacy**

#### **HB 969 / SB 1734: Consumer Data Privacy**

- Representative Fiona McFarland (Republican, District 72, part of Sarasota)
- HB 969 / SB 1734 are similar but not identical
- Requires certain businesses to provide notice to consumers about data collection & selling practices; provides consumers right to request that certain data be disclosed, deleted, or corrected & to opt-in or opt-out of sale or sharing of such data; provides nondiscrimination measures, methods for requesting data & opting-in or opting-out of sale or sharing of such data, exemptions, applicability, contracts, & private cause of action, & enforcement & implementation; authorizes DLA to adopt rules.
- *House - Favorable with CS by Regulatory Reform Subcommittee; Now in Civil Justice & Property Rights Subcommittee followed by Commerce Committee*
- *Senate - Referred to Commerce and Tourism; Appropriations; Rules*
- **HR Florida takes a neutral position on this legislation.**

### **Wage and Hour/Employment Status**

#### **SJR 854: Minimum Wage Rate**

- Senator Jeff Brandes (District 24, Republican, parts of Pinellas)
- Proposing an amendment to the State Constitution to authorize the Legislature to provide a reduced minimum wage rate for prisoners in the state correctional system, for employees convicted of a felony, for employees under 21 years of age, and for other hard-to-hire employees, etc.

- *Senate - Referred to Commerce and Tourism; Appropriations; Rules*
- **HR Florida opposes this legislation because all employees should be paid on merit for their worth, as opposed to the person’s individual characteristics. In addition, the language of “hard-to-hire employees” is too vague and will create confusion and uncertainty for employers**

**HB 1077: Employee Wage and Salary History**

Representative Marie Paule Woodson (District 101, Democrat, part of Broward)

- Prohibits certain employers or employment agencies from engaging in certain activities relating to wages & benefits; authorizes employer or employment agency to confirm wage or salary history under certain conditions.
- No Senate companion
- *Similar to SB 256 / HB 107*
- *Last Action: 2/17/2021 House – Filed*
- **HR Florida opposes this bill because it implicitly creates a private cause of action.**

**SB 304 / HB 6031: Wage and Employment Benefits Requirements**

- Senator Annette Taddeo (District 40, Democrat, parts of Miami-Dade)
- Representative Carlos Guillermo Smith (District: 49, Democrat, parts of Orange)
- SB 304 / HB 6031 are identical
- Repealing provisions relating to restrictions on the establishment of minimum wage and employment benefits requirements by political subdivisions, etc. (repeals FS 218.077)
- *1/11/2021 Senate - Referred to Commerce and Tourism; Community Affairs; Rules*
- *1/22/2021 House - Referred to Regulatory Reform Subcommittee; Local Administration and Veterans*
- **HR Florida opposes this bill because of the complexities of managing an organization in multiple jurisdictions with varying minimum wages.**

**SJR 854: Minimum Wage Rate**

- Senator Jeff Brandes (District 24, Republican, parts of Pinellas)
- Proposing an amendment to the State Constitution to authorize the Legislature to provide a reduced minimum wage rate for prisoners in the state correctional system, for employees convicted of a felony, for employees under 21 years of age, and for other hard-to-hire employees, etc.
- *Senate - Referred to Commerce and Tourism; Appropriations; Rules*
- **HR Florida opposes this legislation**

**SB 882 / HB 579: Determinations of Employment Status**

- Senator Ana Maria Rodriguez (District 39, Republican, Monroe county and parts of Miami-Dade county)
- Representative Lauren Melo (District: 80, Republican, Hendry county and part of Collier county)
- SB 882 / HB 579 are similar but not identical
- Prohibiting certain actions taken during a public health emergency or state of emergency from being the basis of determining in civil proceedings whether an individual is an employee or independent contractor or whether an entity is a joint employer, etc.
- *Senate - Referred to Commerce and Tourism; Judiciary; Rules*
- *House – Favorable by Civil Justice & Property Rights Subcommittee; now in Pandemics & Public Emergencies Committee*
- **HR Florida supports this legislation.**

### **SB 1458 / HB 1305: Workers' Compensation Insurance for Employee Leasing Companies**

- Senator Jeff Brandes (District 24, Republican, parts of Pinellas)
- Representative Mike Giallombardo (District 77, Republican, part of Lee)
- Specifying when a person is deemed an employee of an employee leasing company for workers' compensation insurance purposes under circumstances relating to the company's employee leasing arrangement with a subcontractor; providing that if an employee leasing company's client company is a subcontractor, workers' compensation insurance requirements are not satisfied by the employee leasing arrangement unless certain conditions are met; requiring certain client companies to maintain separate workers' compensation insurance coverage unless certain conditions are met, etc.
- SB 1458 / HB 1305 are identical
- *Senate - Referred to Banking and Insurance; Commerce and Tourism; Rules*
- *House - Referred to Insurance & Banking Subcommittee; State Administration & Technology Appropriations Subcommittee; and Commerce Committee*
- **HR Florida supports this legislation because it creates clarity for employers and leasing companies when determining whether a worker will be classified as an employee for workers' compensation purposes.**

### **SB 78 / HB 947: Dues and Uniform Assessments**

- See page 1.

## **Veterans' Related Legislation**

### **SB 586 / HB 435: Veterans' Employment and Training**

- Senator Tom A. Wright (District 14, Republican, parts of Brevard, Volusia counties)
- Representative Tyler I. Sirois (District 51, Republican, part of Brevard)
- Directing Florida Is For Veterans, Inc., to serve as the state's principal assistance organization under the United States Department of Defense's SkillBridge program; prescribing duties of the corporation to facilitate the administration of the SkillBridge program, etc.
  - The DoD SkillBridge program is an opportunity for service members to gain valuable civilian work experience with DHS during the last 180 days of service. SkillBridge connects service members with DHS Components in real-world job experiences.
- SB 586 / HB 435 are identical
- *Senate – Favorable by Military and Veterans Affairs, Space, and Domestic Security and Commerce and Tourism; Now in Appropriations*
- *House – Favorable by Local Administration & Veterans Affairs Subcommittee and Post-Secondary Education & Lifelong Learning Subcommittee; Now in Public Integrity & Elections Committee*
- **HR Florida supports this bill.**

### **SB 922 / HB 541: Veterans' Preference in Employment**

- See page 2

## Taxes

### **SB 258 / HB 541 Internship Tax Credit**

- See page 1

## Reemployment Assistance

### **SB 466: Reemployment Assistance**

- Senator Randolph Bracy (District 11, Democrat, parts of Orange county)
- No House companion at this time
- Increasing the maximum weekly (from \$275 to \$400) and yearly (from \$6,325 to \$10,400) benefit amounts for reemployment assistance; increasing the duration of such benefits (total of 26 weeks per calendar year); reenacting provisions relating to attorney fees and short-time compensation, etc.
- *Last Action: 1/15/2021 Senate - Referred to Commerce and Tourism; Governmental Oversight and Accountability; Appropriations*
- **HR Florida opposes this bill.**

### **SB 592 / HB 207: Reemployment Assistance**

- Senator Bobby Powell (District 30, Democrat, part of Palm Beach county)
- Representative Anna V. Eskamani (District 47, Democrat, part of Orange) and Representative Ben Diamond (District 68, Democrat, part of Pinellas)
- SB 592 / H 207 are identical
- Reemployment Assistance; Creating a Reemployment Assistance Ombudsman Office within the Department of Economic Opportunity; specifying that unemployment commences on the date of unemployment rather than after registering with the department; revising the circumstances under which individuals are disqualified for benefits by virtue of voluntarily quitting; revising what constitutes employment for the purposes of reemployment assistance, etc.
- *Last Action: 1/21/2021 Senate - Referred to Commerce and Tourism; Governmental Oversight and Accountability; Appropriations*
- *Last Action: 1/22/2021 House - Referred to Tourism, Infrastructure and Energy Subcommittee; Infrastructure and Tourism Appropriations Subcommittee; Government Operations Subcommittee; Commerce Committee*
- **HR Florida opposes this bill.**

### **SB 644: Reemployment Assistance**

- Senator Annette Taddeo (District 40, Democrat, parts of Miami-Dade)
- No House companion at this time
- Increasing the minimum and maximum weekly and yearly benefit amounts for reemployment assistance; increasing the duration of such benefits; providing exceptions to reemployment assistance requirements during a declared state of emergency or public health emergency; creating the Reemployment Assistance Benefits Task Force adjunct to the Department of Economic Opportunity; requiring the task force to submit a report to the Governor and the Legislature by a specified date, etc.



- *Last Action: 1/28/2021 Senate - Referred to Commerce and Tourism; Governmental Oversight and Accountability; Appropriations*
- **HR Florida opposes this bill.**

**SB 910: Unemployment Compensation**

- Senator Linda Stewart (District 13, Democrat, parts of Orange)
- No House companion at this time
- Increasing the weekly benefit amounts an individual may receive; increasing the cap on the total benefit amount an individual is entitled to receive during a benefit year; revising the duration of benefits, etc.
- *Last Action: 2/4/2021 Senate - Referred to Commerce and Tourism; Appropriations Subcommittee on Transportation, Tourism, and Economic Development; Appropriations*
- **HR Florida opposes this bill.**

**Marijuana Legalization**

**SB 692 / HB 335: Medical Marijuana Public Employee Protection**

- Senator Tina Scott Polsky (District 29, Democrat, parts of Broward and Palm Beach)
- Representative Nicholas X. Duran (District 112, Democrat, parts of Miami-Dade)
- Prohibiting an employer from taking adverse personnel action against an employee or a job applicant who is a qualified patient using medical marijuana; providing exceptions; requiring an employer to provide written notice of an employee or job applicant's right to explain a positive marijuana test result within a specified timeframe; providing procedures when an employee or job applicant tests positive for marijuana, etc.
- *Senate - Referred to Governmental Oversight and Accountability; Health Policy; Rules*
- *House - Now in Government Operations Subcommittee*
- **HR Florida opposes this legislation.**

**SB 664: Adult Use Marijuana Legalization**

- Senator Gary M. Farmer, Jr. (District 34, Democrat, part of Broward county)
- Authorizing persons 21 years of age and over to engage in certain activities involving the personal use, possession, transport, and cultivation of marijuana in limited amounts; providing limits on where persons may engage in specified activities; preempting the regulation of possession of marijuana to the state; providing for licensing of marijuana establishments; specifying duties of the Attorney General concerning certain federal subpoenas; specifying that the chapter does not allow persons under 21 years of age to engage in activities permitted therein; providing that it is unlawful for marijuana establishments to employ persons under 18 years of age, etc.
- Would not require an employer to allow or accommodate the use, consumption, possession, etc of marijuana in the workplace or to affect the ability of employers to have policies restricting the use of marijuana by their employees.
- *Senate - Referred to Regulated Industries; Health Policy; Appropriations*
- **HR Florida opposes this legislation.**

### **HB 291: Legalization of Recreational Marijuana**

- Representative Yvonne Hayes Hinson (District 20, Democrat, Parts of Alachua, Marion)
- Authorizes persons age 21 & over to engage in certain activities involving personal use of marijuana in limited amounts; provides limits on where persons may engage in specified activities; provides for licensure of marijuana establishments; provides limits on number of retail marijuana stores in localities; specifies that chapter does not apply to employer drug policies or operating under influence laws; removes cannabis from schedule of controlled substances; removes restrictions of possession & sale of cannabis; provides for retroactive effect; provides for sentencing review for certain offenders.
- Would not require an employer to allow or accommodate the use, consumption, possession, etc of marijuana in the workplace or to affect the ability of employers to have policies restricting the use of marijuana by their employees.
- *House - Referred to Regulatory Reform Subcommittee; Criminal Justice & Public Safety Subcommittee; Ways & Means Committee; and Commerce Committee*
- **HR Florida opposes this legislation.**

### **Protected Leave**

#### **SB 1368: Parental Leave for State Employees**

- Senator Lauren Book (District 32, Democrat, part of Broward county)
- Authorizing parental leave for career service employees who have a stillborn child, etc.
- No House companion at this time
- *Senate – Referred to Governmental Oversight and Accountability; Appropriations Subcommittee on Agriculture, Environment, and General Government; Appropriations*
- **HR Florida opposes this legislation.**

#### **SB 1596 / HB 1245: Employment Practices for Family and Medical Leave**

- Senator Janet Cruz (Democrat, District 18, part of Hillsborough)
- Representative Angela Nixon (Democrat, District: 14, part of Duval)
- Creating the “Florida Family and Medical Leave Act”; requiring an employer to allow certain employees to take family and medical leave to bond with a minor child upon the child’s birth, adoption, or foster care placement; requiring an employer to provide notice to employees of certain rights relating to family and medical leave; authorizing an employee to file a civil action against an employer for a violation; revising the Florida Civil Rights Act of 1992 to prohibit specified employment practices on the basis of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth, etc.
- SB 1596 / HB 1245 are similar but not identical
- Linked to SB 1586 which would create the Family and Medical Leave Insurance Benefits Fund under the Department of Financial Services
- Linked to HB 1247 which would require payroll contributions to be made by employers & employees to finance family & medical leave insurance benefits program; provides duties of DFS relating to payroll contributions.
- *Senate - Referred to Commerce and Tourism; Appropriations Subcommittee on Transportation, Tourism, and Economic Development; Appropriations*
- *House – Referred to Regulatory Reform Subcommittee; Appropriations Committee; and Commerce Committee*
- **HR Florida opposes this legislation.**

### **SB 1838 / HB 1467: Employee Protections**

- Senator Shevrin D. "Shev" Jones (Democrat, District 35, parts of Broward, Miami-Dade counties)
- Representative Felicia Simone Robinson (Democrat, District 102, parts of Broward, Miami-Dade counties)
- Providing that individuals who voluntarily leave work for specified reasons are not disqualified from reemployment benefits; prohibiting the employment record of an employer from being charged for benefits paid to individuals who voluntarily leave work as a result of specified circumstances related to a homicide or individuals who are a witness, or have an immediate family member who is a witness, to certain crimes; increasing the amount of leave an employer must allow an employee to take if the employee or a family or household member of the employee is the victim of domestic violence or sexual violence; revising the specified reasons for which an employee may take such leave, etc.
- SB 1838 / HB 1467 are similar but not identical
- *Senate – Referred to Commerce and Tourism; Judiciary; Rules*
- *House - Referred to Tourism, Infrastructure & Energy Subcommittee; Criminal Justice & Public Safety Subcommittee; Infrastructure & Tourism Appropriations Subcommittee; and Commerce Committee*
- **HR Florida takes a neutral position on this legislation because the language may be burdensome on small employers.**

### **State Government Departments/Holidays**

### **SB 1726 / HB 1457: Department of Labor**

- Senator Victor M. Torres, Jr. (Democrat, District 15, Osceola county and part of Orange county)
- Representative Angela Nixon (Democrat, District: 14, part of Duval)
- Creating the Department of Labor, headed by the Secretary of Labor, who is appointed by the Governor and confirmed by the Senate; designating the Department of Labor as the state Agency for Workforce Innovation for purposes of implementing s. 24, Art. X of the State Constitution; authorizing the department to conduct investigations, issue citations, enforce and collect judgments by certain means, and enter into agreements with other agencies to assist it with administration and enforcement, etc.
- Compare to HB 1457
- *Senate – Referred to Commerce and Tourism; Appropriations Subcommittee on Transportation, Tourism, and Economic Development; Appropriations*
- *House - Referred to Government Operations Subcommittee; Commerce Committee; Appropriations Committee; and State Affairs Committee*
- **HR Florida opposes this legislation.**

### **SB 180 / HB 275: Office of Diversity, Equity, and Inclusion**

- Senator Lori Berman (District 31, Democrat, parts of Palm Beach)
- Representative Tracie Davis (District 13, Democrat, parts of Duval)
- Establishing the office within the Executive Office of the Governor; providing for the appointment of a Chief Diversity Officer; assigning duties and responsibilities of the Chief Diversity Officer, etc. The CDO shall advise the Governor as to inequities among racial and ethnic minority groups and women in the state's workforce, among other areas, and assist in the formulation of policies and recommend any legislation to further advance diversity and ensure equitable access to

opportunity and prosperity. The CDO shall also collaborate with state agencies to ensure diversity, equity and inclusion within the areas of employee engagement, hiring and retention practices, and implementation of a diversity strategic plan.

- *Senate - 12/15/2020 – Referred to Governmental Oversight and Accountability; Appropriations Subcommittee on Agriculture, Environment, and General Government; Appropriations*
- *House - 2/3/2021 – Referred to Government Operations Subcommittee, Appropriations Committee, State Affairs Committee*
- **HR Florida supports this bill because it will advance diversity, equity, and inclusion initiatives and because it imposes no new requirements on employers.**

#### **SJR 204 / HJR 1179: Abolishing the Constitution Revision Commission**

- Senator Jeff Brandes (District 24, Republican, parts of Pinellas)
- Representative Mike Beltran (District 57, Republican, part of Hillsborough)
- Proposing amendments to the State Constitution to abolish the Constitution Revision Commission, etc.
- *Senate - Favorable by Governmental Oversight and Accountability; Now in Rules Committee*
- *House - Favorable by Civil Justice & Property Rights Subcommittee; Now in Judiciary Committee*
- **HR Florida supports this bill because most of the issues addressed by the CRC are better addressed by the legislature, which meets more frequently than the CRC anyways.**

#### **SB 490 / HB 185: Juneteenth Day**

- Senator Randolph Bracy (District 11, Democrat, parts of Orange county)
- Representative Travaris L. “Tray” McCurdy (District 46, Democrat, parts of Orange)
- SB 490 / HB 185 are identical
- Designating Juneteenth Day (June 19) as a paid holiday for employees of all branches and agencies of state government; designating Juneteenth Day as a legal holiday, etc.
- *Senate - Referred to Governmental Oversight and Accountability; Appropriations; Rules*
- *House - Referred to Government Operations Subcommittee; Appropriations Committee; State*
- **HR Florida takes a neutral position on this bill.**