

**HR FLORIDA LEGISLATIVE CONFERENCE**  
**February 9 -10, 2022**

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 Kimmie Boulahanis, HR Florida Federal Legislative Affairs Director, 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, Stephanie Norment and Tracy Herman met with Representatives Alex Andrade and Jayer Williamson. Detailed information was left for Senator Broxson who was not available for meetings.

A full position list of the 2022 Workplace Legislation is now on the GPSHRM site.

**Issues Specifically Discussed with Legislators:**

**Substitution of Work Experience for Postsecondary Educational Requirements**

**SB.514 (Burgess, R-20, Perry, R-8)** Authorizing the head of an employing agency, beginning on a specified date, to elect to substitute certain work experience for postsecondary educational requirements under certain circumstances; prohibiting the substitution of certain work experience for postsecondary educational requirements, etc.

**HR FLORIDA'S POSITION:** HR Florida supports this legislation.

**STATUS:** *Ordered enrolled 03/04/2022*

Of the 6 **Priority Workplace Legislation bills** discussed in Tallahassee during the HR Florida Legislative Conference, one bill passed both houses and two passed the Senate. The bill that passed both houses is the **Firefighter Inquiries and Investigations, HB 31. (Multiple Introducers)** Provides firefighters have certain rights during informal inquiry; provides firefighter may not be subjected to certain disciplinary action during informal inquiry or interrogation.

**HR FLORIDA'S POSITION:** HR Florida takes a neutral position as to this legislation.

**STATUS:** *Ordered enrolled 02/17/2022*

The two bills passed by the Senate are as follows:

**Substitution of Work Experience for Postsecondary Educational Requirements** as discussed with Legislators above and **Evidentiary Standards for Actions Arising During an Emergency, SB. 542 (Rodriguez R-39)**. Providing that specified actions taken by a business during certain declared emergencies, such as providing PPE, may not be used as evidence in certain civil causes of action, etc.

**HR FLORIDA'S POSITION:** HR Florida supports this legislation, as it provides employer's protection against meritless misclassification suits. Similar to **SB.882** last year.

**STATUS:** *Ordered engrossed, then enrolled 03/08/2022*

Of the 39 Other Workplace Legislation bills discussed in Tallahassee during the HR Florida Legislative Conference, only one bill passed by the Senate: **Education CSCSSB. 758 (Diaz, R-36)**. Authorizing members of the Legislature to visit any public school in the legislative district of the member; creating the Charter School Review Commission within the Department of Education, subject to appropriation; requiring the department to contract with a college or university to provide administrative and technical assistance to the commission; authorizing the commission to solicit and review certain charter school applications; prohibiting a charter school from being subject to certain land use regulations if such regulations would not be required for certain public schools; establishing the Florida Institute for Charter Schools Innovation at Miami Dade College, subject to appropriation, etc.

**HR FLORIDA'S POSITION:** Not available at this time.

**STATUS:** *Ordered engrossed, then enrolled 03/10/2022*

Additional information available: HR Policy Action Center - [Advocacy.SHRM.org](https://www.advocacy.shrm.org)  
All HR professionals should contact their local legislators regularly to advise them regarding the effects passed bills would have on their organizations.