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2023 HR Florida Priority Workplace Legislation

Bill Number	Synopsis	Most Recent Action
SB56 & HB33 (similar)	<p>Psychology Interjurisdictional Compact</p> <p>Creates Psychology Interjurisdictional Compact; authorizes specified psychologists licensed in compact states to practice telepsychology & practice temporarily in other compact states; provides for construction, severability, rulemaking, & state enforcement.</p> <p>Gayle Harrell (R) & Christine Hunschofsky (D), Traci Koster (R)</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation</p>	Signed by Governor
SB1060 & HB461 (identical)	<p>Apprenticeship and Pre-Apprenticeship Direct Funding Grant Program</p> <p>Creating the Apprenticeship and Pre-Apprenticeship Direct Funding Grant Program for specified purposes; requiring the Department of Education to administer the program; requiring apprenticeship or pre-apprenticeship programs to submit an application to the department for participation in the program; prohibiting certain apprenticeship or pre-apprenticeship programs from participating in the grant program, etc.</p> <p>Blaise Ingoglia (R) & Mike Giallombardo (R)</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation as it would provide additional funding to support Florida Workforce Development.</p>	Died in Committee
HB663 & SB576 (similar)	<p>Employee Leave and Wage and Salary History</p> <p>Authorizes parental leave for state employees in Career Service System whose child is stillborn; prohibits public employer, employment agency, & private employer from engaging in certain activities relating to wages & salary; authorizes public employer, employment agency, & private employer to confirm prospective employee's wage & salary history under certain conditions.</p> <p>Hillary Cassel (D) & Lauren Book (D)</p>	Died in Committee

Most Recent Action as of 6/26/2023

	<p>HR FL's Position: HR Florida OPPOSES this legislation as it would place more restrictions on employers and concerns on ability to prove compliance.</p>	
<p>HB137 & SB1598 (identical)</p>	<p>Department of Labor Creates Department of Labor; provides structure & purpose of department; designates department as state Agency for Workforce Innovation for purposes of implementing s. 24, Art. X of State Constitution; revises provisions relating to state minimum wage including, protected rights, rebuttable presumption & burden of proof, prohibition on certain contracts, process for filing complaint for violation of protected rights, review of actions issued by department, statute of limitations during investigation, liability, & recordkeeping; creates the DOL Community Advisory Board; requires annual report.</p> <p>Angela Nixon (D) & Victor Torres, Jr (D)</p> <p>HR FL's Position: HR Florida OPPOSES this legislation.</p>	<p>Died in Committee</p>
<p>HB139</p>	<p>Benefits, Training, and Employment for Veterans and Their Spouses Requires analysis of VETS Program; revises duties of DVA & Florida Is For Veterans, Inc., to include assistance to veterans' spouses; requires DVA to create grant program for veterans' nursing degree programs; revises purpose & duties of VETS Program to include assistance to veterans' spouses & apply solely to target industry & supplemental industry businesses; requires Florida Is For Veterans, Inc., to assist veterans or their spouses in accessing employment in health care professions; requires appropriate board or DOH to expedite health care licensure applications submitted by veterans; establishes Office of Veteran Licensure Services; provides duties; requires report to Governor & Legislature.</p> <p>Marie Woodson (D), Sam Killebrew (R)</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation</p>	<p>Signed by Governor</p>

Other Workplace Legislation

Bill Number	Synopsis	Sponsor	Most Recent Action
HB903 & SB706 (similar)	<p>Heat Illness Prevention Requires certain employers to implement outdoor heat exposure safety program approved by specified agencies; specifies requirements for program; provides responsibilities for certain employers & employees; provides exceptions; requires specified annual training on heat illness & provides requirements for such training.</p> <p>Michael Gottlieb (D) & Ana Maria Rodriguez (R)</p> <p>HR FL's Position: HR Florida OPPOSES this legislation as it places additional subjective restrictions on employers. In addition, OSHA already has heat standard.</p>	Michael Gottlieb (D) & Ana Maria Rodriguez (R)	Died in Committee
SB150 & HB543 (similar)	<p>Public Safety Authorizes person to carry concealed weapon or firearm if he or she is licensed to do so or meets specified requirements; requires person who is carrying concealed weapon or firearm without license to carry identification & display upon demand by law enforcement; prohibits person who is carrying concealed weapon or firearm without license from carrying such weapon or firearm in specified locations; authorizes nonresident to carry concealed weapon or firearm in this state if he or she meets same requirements as resident; requires Office of Safe Schools to develop behavioral threat management operational process; authorizes private school to request sheriff in county of private school establish guardian program. APPROPRIATION: \$60,177,846</p> <p>HR FL's Position: HR Florida is NEUTRAL on this legislation</p>	Jay Collins (R) & Robert Brannan (R)	Signed into law by Governor
HB249 & SB676 (similar)	<p>Level 2 Background Screenings Revising provisions related to level 2 background screenings for certain persons who have access to children & participation in the Care Provider Screening Clearing House; requires independent sanctioning authorities to participate in specified system; expands agencies & entities which may utilize Criminal Justice Information Program; requires program to develop, for federal approval, specified method for identifying or verifying individual; requires specified entities to initiate criminal history checks through FDLE or clearinghouse by specified date & provides requirements for clearinghouse.</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation as it would reduce the time provided for clearance.</p>	Dana Trabulsy (R) & Erin Grall (R)	Signed into law by Governor

HB337 & SB352 (identical)	<p>Workers' Compensation Benefits for Posttraumatic Stress Disorder</p> <p>Provides posttraumatic stress disorder suffered by 911 public safety telecommunicator or crime scene investigator is compensable occupational disease; provides evidentiary standard required; specifies benefits do not require physical injury & are not subject to apportionment or limitations; provides requirements for benefits offered to 911 public safety telecommunicator or crime scene investigator for posttraumatic stress disorder; specifies when claim for posttraumatic stress disorder must be noticed; requires employing agencies to provide mental health training.</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation</p>	Fiona McFarland (R) & Daniel Burgess (R)	Died in Committee
HB1445 & SB256 (identical)	<p>Employee Organizations Representing Public Employees</p> <p>Revises provisions related to employee organizations including organizations for public employees, forms, dues & uniform assessments, applications for renewal of registration, recertification & revocation of registration & certification.</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation</p>	Dean Black (R) & Blaise Ingoglia (R)	Signed into law by Governor
HB917 & SB892 (identical)	<p>State Minimum Wage</p> <p>Provides that state minimum wage only applies to individuals who are entitled to receive federal minimum wage under federal Fair Labor Standards Act, as amended.</p> <p>HR FL's Position: HR Florida is NEUTRAL on this legislation as intent is to clarify existing law.</p>	Brad Yeager (R) & Jonathan Martin (R)	Signed into law by Governor
HB789 & SB492 (similar)	<p>Pub. Rec./Employment Accommodations for Family or Household Members of Homicide Victims</p> <p>Provides exemption from public records requirements for certain information relating to leave requested by employee who has family or household member who is homicide victim; provides for future legislative review & repeal; provides statement of public necessity.</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation</p>	Kiyon Michael (R) & Shevrin Jones (D)	Died in Committee
HB721 &	<p>Paid Family Leave Insurance</p>	Linda Chaney (R)	Signed into law by Governor

<p>SB670 (identical)</p>	<p>Provides authority to transact employer-sponsored family leave insurance to specified insurers; requires such insurance policies to provide wage replacements for family leave; provides premium, policy & benefits payment requirements.</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation as it increases employer opportunity to provide benefits to employees.</p>	<p>& Clay Yarborough (R)</p>	
<p>HB1013 & SB252 (similar)</p>	<p>COVID-19 Mandates and Treatment Options Protection from Discrimination Based on Health Care Choices; Repealing a provision relating to prohibiting public employers from imposing COVID-19 vaccination mandates; prohibiting business entities and governmental entities from requiring COVID-19 testing to gain access to, entry upon, or service from such entities; prohibiting such entities from requiring persons to provide certain documentation or requiring COVID-19 testing as a condition of contracting, hiring, promotion, or continued employment; prohibiting business and governmental entities from refusing to hire persons, discharging persons, depriving or attempting to deprive persons of employment opportunities, adversely affecting persons with respect to employment, or otherwise discriminating against any person based on knowledge or belief of a person's COVID-19 vaccination or post infection recovery status or failure to take a COVID-19 test, etc.</p> <p>HR FL's Position: HR Florida OPPOSES this legislation as it could put employers in conflict with federal regulations.</p>	<p>Philip Griffitts (R) & Colleen Burton (R)</p>	<p>Signed into law by Governor</p>
<p>HB1065 & SB972 (similar)</p>	<p>Protections for Public Employees who Use Medical Marijuana as Qualified Patients Prohibits public employer from taking adverse personnel action against employee or job applicant who is qualified patient for his or her use of medical marijuana; provides exceptions; requires public employer to provide written notice of employee's or job applicant's right to explain positive marijuana test result within specified timeframe; provides procedures that apply when public employee or job applicant tests positive for marijuana; provides cause of action & damages.</p> <p>HR FL's Position: HR Florida OPPOSES this legislation as it places more restrictions upon employers.</p>	<p>Angela Nixon (D) & Tina Polsky (D)</p>	<p>Died in Committee</p>
<p>HB1265 &</p>	<p>Employer Coverage of Gender Dysphoria Treatment</p>	<p>Taylor Yarkosky (R)</p>	<p>Died in Committee</p>

<p>SB952 (identical)</p>	<p>Requires employers that provide coverage of gender dysphoria treatment to also cover full costs associated with treatment that reverses such gender dysphoria treatment, regardless of rate of coverage provided for initial treatment; provides that employees who receive such treatment through coverage provided by employer are entitled to coverage of total costs associated with treatment, regardless of whether they are still employed by that employer; prohibits employers from making subsequent treatment contingent on where treatment is received; creates right of action for aggrieved persons to recover actual total costs & damages from employer or former employer.</p> <p>HR FL's Position: HR Florida OPPOSES this legislation as written. We are in favor of coverage for current employees, but not after employment ends.</p>	<p>& Blaise Ingoglia (R)</p>	
<p>HB1521 & SB1674 (identical)</p>	<p>Facility Requirements Based on Sex Provides requirements for exclusive use of restrooms & changing facilities by gender; provides exceptions; prohibits willfully entering restroom or changing facility designated for opposite sex & refusing to immediately depart when asked to do so by another person present there; provides requirements for exclusive use of domestic violence centers by gender; provides requirements for correctional institutions; requires entities that receive state licenses to submit compliance documentation; authorizes AG to bring enforcement actions.</p> <p>HR FL's Position: HR Florida is NEUTRAL on this legislation but are concerned with federal conflicting rules.</p>	<p>Rachel Plakon (R) & Erin Grall (R)</p>	<p>Signed into law by Governor</p>
<p>HB199 & SB620 (identical)</p>	<p>Conflicting Employment or Contractual Relationships for Public Officers or Employees Removes exception authorizing certain public officers or employees to be employed by, or to enter into contractual relationship with, specified agencies.</p> <p>HR FL's Position: HR Florida SUPPORTS this legislation</p>	<p>Christine Hunschofsky (D) & Nick DiCeglie (R)</p>	<p>Signed into law by Governor</p>
<p>HB315 &</p>	<p>Civil Remedies for Unlawful Employment Practices</p>	<p>Robert Andrade (R)</p>	<p>Died in Committee</p>

SB738 (identical)	Provides limits on judgment for punitive & compensatory damages for certain claims; authorizes aggrieved party to bring civil action for certain claims within specified timeframe regardless of determination made by Commission on Human Relations.	& Jason Brodeur (R)	
HB729 & SB696 (identical)	<p>Local Officials' Employment Contracts</p> Provides employment contracts for county administrator & county attorney; chief executive officer of municipality & municipal attorney; and district school superintendent & attorney are not to be renewed, extended, or renegotiated during specified timeframe. <p>HR FL's Position: HR Florida OPPOSES this legislation as it appears overly restrictive and would limit available talent pool.</p>	Jeff Holcomb (R) & Blaise Ingoglia (R)	Died in Committee
HB1559 & SB876 (identical)	<p>Review of Employment Contracts</p> Requires employers to provide current employee with copy of employee's employment contract upon request. <p>HR FL's Position: HR Florida OPPOSES this legislation as there is no included definition of "employment contract".</p>	Daryl Campbell (D) & Linda Stewart (D)	Died in Committee
SB1026	<p>Discrimination in Labor and Employment</p> Citing this act as the "Senator Helen Gordon Davis Fair Pay Protection Act"; prohibiting an employer from providing less favorable employment opportunities to employees based on their sex or from paying employees at rates less than those paid to the opposite sex for substantially similar work; prohibiting employers from reducing another employee's wage to avoid violating wage parity requirements; prohibiting an employer from engaging in certain activities relating to wages and benefits; prohibiting an employer from taking certain personnel actions against employees for specified actions, etc. <p>HR FL's Position: HR Florida OPPOSES this legislation</p>	Linda Stewart (D)	Died in Committee