

**At this time, HR Florida is not releasing an official position on these bills.  
Further guidance will be provided at the HR Florida Legislative Conference.**

Bill Number	Synopsis	Sponsor	Most Recent Action
<a href="#">HB249</a> & <a href="#">SB676</a> (similar)	<p><b>Level 2 Background Screenings</b> Revising provisions related to level 2 background screenings for certain persons who have access to children &amp; participation in the Care Provider Screening Clearing House; requires independent sanctioning authorities to participate in specified system; expands agencies &amp; 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 &amp; provides requirements for clearinghouse.</p>	Dana Trabulsy (R) & Erin Grall (R)	H: 3/7/23 1 <sup>st</sup> Reading (original filed version) S: 3/7/23 Introduced
<a href="#">HB337</a> & <a href="#">SB352</a> (identical)	<p><b>Workers' Compensation Benefits for Posttraumatic Stress Disorder</b> 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 &amp; 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>	Fiona McFarland (R) & Daniel Burgess (R)	H: 3/7/23 • Added to Insurance & Banking Subcommittee agenda • 1st Reading (Original Filed Version) S: 3/7/23 - Introduced

<a href="#">HB663</a> & <a href="#">SB576</a> (similar)	<p><b>Employee Leave and Wage and Salary History</b>  Authorizes parental leave for state employees in Career Service System whose child is stillborn; prohibits public employer, employment agency, &amp; private employer from engaging in certain activities relating to wages &amp; salary; authorizes public employer, employment agency, &amp; private employer to confirm prospective employee's wage &amp; salary history under certain conditions.</p>	Hillary Cassel (D) & Lauren Book (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB1445</a> & <a href="#">SB256</a> (identical)	<p><b>Employee Organizations Representing Public Employees</b>  Revises provisions related to employee organizations including organizations for public employees, forms, dues &amp; uniform assessments, applications for renewal of registration, recertification &amp; revocation of registration &amp; certification.</p>	Dean Black (R) & Blaise Ingoglia (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 • Introduced • CS by Governmental Oversight and Accountability; YEAS 5 NAYS 3
<a href="#">HB917</a> & <a href="#">SB892</a> (identical)	<p><b>State Minimum Wage</b>  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>	Brad Yeager (R) & Jonathan Martin (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 • Introduced • Now in Governmental Oversight and Accountability
<a href="#">HB789</a> & <a href="#">SB492</a> (similar)	<p><b>Pub. Rec./Employment Accommodations for Family or Household Members of Homicide Victims</b>  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 &amp; repeal; provides statement of public necessity.</p>	Kiyon Michael (R) & Shevrin Jones (D)	H: 3/7/23 • Added to Regulatory Reform & Economic Development Subcommittee agenda • 1st Reading (Original Filed Version) S: 03-7/23 Introduced
<a href="#">HB721</a> & <a href="#">SB670</a>	<p><b>Paid Family Leave Insurance</b>  Provides authority to transact employer-sponsored family leave insurance to specified insurers; requires such insurance policies to</p>	Linda Chaney (R) &	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced

(identical)	provide wage replacements for family leave; provides premium, policy & benefits payment requirements.	Clay Yarborough (R)	
<a href="#">HB903</a> & <a href="#">SB706</a> (similar)	<b>Heat Illness Prevention</b> 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.	Michael Gottlieb (D) & Ana Maria Rodriguez (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB1013</a> & <a href="#">SB252</a> (similar)	<b>COVID-19 Mandates and Treatment Options</b> 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.	Philip Griffitts (R) & Colleen Burton (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB1065</a> & <a href="#">SB972</a> (similar)	<b>Protections for Public Employees who Use Medical Marijuana as Qualified Patients</b> 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	Angela Nixon (D) & Tina Polsky (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced

	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.		
<a href="#">HB1265</a> & <a href="#">SB952</a> (identical)	<b>Employer Coverage of Gender Dysphoria Treatment</b> 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.	Taylor Yarkosky (R) & Blaise Ingoglia (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB1521</a> & <a href="#">SB1674</a> (identical)	<b>Facility Requirements Based on Sex</b> 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.	Rachel Plakon (R) & Erin Grall (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB51</a> & <a href="#">SB590</a> (similar)	<b>Prohibited Discrimination Based on Hairstyle in the Education System</b> Defines "protected hairstyle"; prohibits discrimination based on protected hairstyle in Florida K-20 public education system; provides	Fentrice Driskell (D) & Bobby Powell (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced

	that term "race" includes protected hairstyles for purposes of United States Code within public & private education system.		
<a href="#">HB137</a> & <a href="#">SB1598</a> (identical)	<b>Department of Labor</b> 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.	Angela Nixon (D) & Victor Torres, Jr (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/3/23 Filed
<a href="#">HB139</a>	<b>Benefits, Training, and Employment for Veterans and Their Spouses</b> 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.	Marie Woodson (D), Sam Killebrew (R)	H: 3/7/23 1st Reading (Original Filed Version)
<a href="#">HB199</a> & <a href="#">SB620</a> (identical)	<b>Conflicting Employment or Contractual Relationships for Public Officers or Employees</b>	Christine Hunschofsky (D) &	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced

	Removes exception authorizing certain public officers or employees to be employed by, or to enter into contractual relationship with, specified agencies.	Nick DiCeglie (R)	
<a href="#">HB271</a> & <a href="#">SB342</a> (identical)	<b>Minimum Base Salary for Full-time Classroom Teachers</b> Increases minimum base salary for full-time classroom teachers.	Jervonte Edmonds (D) & Lori Berman (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB315</a> & <a href="#">SB738</a> (identical)	<b>Civil Remedies for Unlawful Employment Practices</b> 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.	Robert Andrade (R) & Jason Brodeur (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB513</a> & <a href="#">SB270</a> (identical)	<b>Equal Rights for Men and Women</b> Ratifies proposed amendment to U.S. Constitution relating to equal rights for men & women.	Dotie Joseph (D) & Lori Berman (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB535</a> & <a href="#">SB364</a> (similar)	<b>Law Enforcement Officer Funeral Service Benefits</b> Authorizes certain number of hours of administrative leave be granted to members of law enforcement agency for specified purpose; authorizes head of law enforcement agency to deny such administrative leave; authorizes travel expenses to members of law enforcement agency for specified purpose; increases amount of money to be paid toward funeral & burial expenses for officers killed in line of duty; authorizes use of state motor vehicle to attend funeral in state of law enforcement officer killed in line of duty.	Adam Botana (R) & Bryan Avila (R)	H: 3/7/23 1st Reading (Committee Substitute 1) S: 3/7/23 Introduced • CS by Governmental Oversight and Accountability; YEAS 8 NAYS 0

<a href="#">HB729</a> & <a href="#">SB696</a> (identical)	<b>Local Officials' Employment Contracts</b> 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.	Jeff Holcomb (R) & Blaise Ingoglia (R)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB905</a> & <a href="#">SB896</a> (identical)	<b>Deferred Retirement Option Program Eligibility for School Employees and Personnel</b> Removes time limitation for DROP eligibility for certain instructional personnel administrative personnel, & educational support employees.	Jennifer Harris (D) & Victor Torres, Jr. (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">HB1559</a> & <a href="#">SB876</a> (identical)	<b>Review of Employment Contracts</b> Requires employers to provide current employee with copy of employee's employment contract upon request.	Daryl Campbell (D) & Linda Stewart (D)	H: 3/7/23 1st Reading (Original Filed Version) S: 3/7/23 Introduced
<a href="#">SB1026</a>	<b>Discrimination in Labor and Employment</b> 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.	Linda Stewart (D)	S: 3/7/23 Introduced