



Employment Update

Keeping You Informed About Employment Matters

January 16, 2015

2015 Florida Legislative Session – Supplement



By Christopher B. Lunny and Ted Prekop

In our last update, we described the major pieces of employment legislation that are being considered by the Florida Legislature this session. Because the legislative process can be a maze to those outside Tallahassee, we offer the following information on two of the more prominent bills that have been introduced in both the House and Senate:

HB 33/SB 156 – Prohibited Discrimination (Raschein – D; Edwards – D; Hager – R; Jones, S. – D; Moskowitz – D; Richardson – D; Stark – D; Abruzzo – D)

As stated in the previous update, HB 33/SB 156 is the bill to watch in 2015. The bill would broaden statutory prohibitions on discrimination to expressly include LGBT. The bill also prohibits discrimination based upon “perception.” HB 33/SB 156 has considerable bi-partisan and industry support, particularly from some larger hospitality industries in Central Florida. It will likely be heard in the committee process now underway and the phrase “perception” will draw considerable attention as the session unfolds.

In the House, the bill has been referred to the Civil Justice Subcommittee, chaired by Representative Kathleen Passidomo – R. From there, the bill will likely proceed to the Government Operations Subcommittee, and finally, the House Judiciary Committee.

In the Senate, the bill has been referred to the Senate Judiciary Committee, chaired by Senator Diaz de la

Portilla – R. From there, the bill will then likely proceed to the Governmental Oversight and Accountability Committee, the Appropriations Subcommittee on General Government, and finally, the Fiscal Policy Committee.

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HB 47/SB 114 – State Minimum Wage (Stafford – D; Cortes, J. – D; Bullard – D)

This bill would increase Florida’s minimum wage from the cost-adjusted \$8.05 an hour (in effect now for 2015) to \$10.10 per hour as of January 1, 2016. Because the bill would only amend Florida Statute section 448.110 (3), the new minimum wage of \$10.10 would continue to be adjusted for inflation each year thereafter.

In the House, the bill has been referred to the Economic Development & Tourism Subcommittee, which is chaired by Representative Frank Artiles – R. If heard, it will then proceed to the House Appropriations Committee, and finally, the Economic Affairs Committee.

In the Senate, the bill has been initially referred to the Senate Committee on Commerce and Tourism which is chaired by Senator Nancy Detert - R. If heard, it will thereafter likely be referred to the Senate Committee on Community Affairs and then, finally, the Appropriations Committee.

If you have any questions regarding the above-mentioned bills or any other employment related legislation pending before the Florida Legislature, please contact our office at (850) 425-6654.

This article is meant to provide a brief overview and points of discussion regarding employment and labor law topics. Should a particular issue arise or should you desire additional consultation to protect your firm, the advice of a competent counsel should be sought.