

**LEGISLATIVE UPDATE**  
**APRIL, 2020**

Of the 25+ bills discussed in Tallahassee during the HR Florida Legislative Conference, only one bill passed both houses: Verification of Employment- S.664 (Lee, D-020). All the other bills either died during committee debate or never made it onto a committee agenda for discussion. The E-Verify bill bounced back and forth between the House and Senate and underwent several changes in recent weeks to severely weaken it. Under the final version of the bill, which is attached, beginning on January 1, 2021 private employers must verify a new hire's employment eligibility either by using the E-Verify system or requiring the person to provide the same documentation that is required by the Form I-9. There are no carveouts for specific industry groups as before (e.g. agriculture).

Second, Senator Bracy's office explicitly requested that HR Florida take a hard look at the CROWN Act and determine whether they could come up with alternative language that HR Florida could support. Ultimately, based on all HR Florida's conversations on this bill, they provided Senator Bracy's office with the update below:

*"After much deliberation, we were not able to suggest revisions to the bill so HR Florida could back it. The purpose of the bill appears to provide protections to individuals who are already in protected categories under the FCRA and Title VII, i.e. national origin, race or religion. Moreover, employers' grooming policies are normally unique to their legitimate business interests, which correlate to their specific industry or employee's specific job. It will be tough to create a revised bill that does not impair an employer's ability to propound neutral and legitimate grooming policies. Additionally, there are already checks in place to ensure that employers apply these policies consistently and fairly."*

Additional information available: HR Policy Action Center - [Advocacy.SHRM.org](https://www.employmentpolicy.org)