

LEGISLATIVE UPDATE
MAY, 2021

Of the 34 Workplace Legislation bills discussed in Tallahassee during the HR Florida Legislative Conference, only one bill passed both houses: **Civil Liability for Damages Relating to COVID-19 - SB.72/ HB.7 (Brandes, R-024 & McClure, R-058)**. HR Florida supports the bill because it protects employers from claims of liability.

The **Dues and Uniform Assessments SB.78/ HB.947 (Rodrigues - R-027 & Plakon - R-029)** made it to the Committee agenda on April 14, 2021, however was temporarily postponed without any further movement. The proposed bill would require that a public employee who desires to join an employee organization sign a membership authorization form, require that an employee organization revoke and employee's membership upon receipt of an employee's request, that deductions commence upon employer's receipt and employee's signed deduction form and that the time for those deductions to remain in effect is specified. HR Florida supports the proposed bill because it creates more transparency for employees.

The final two bills ranked by HR Florida as priorities for the 2021 Workplace Legislation did not receive any movement either. The **Internship Tax Credit Program - SB.258/ H.531** moved through the Finance and Tax Committee and stalled and the **Veteran's Preference in Employment - SB.922/HB.541** made it through several committees, however movement stopped on April 15th.

All the other bills either died during committee debate or never made it onto a committee agenda for discussion.

For a second year, **Prohibited Discrimination (CROWN Act) - SB.476 (Bracy, D-011)** and **Prohibited Discrimination Based on Hairstyle - HB.179 (Brown, D-045)** were introduced but did not move pass the first reading. The bills would provide that it is unlawful for sponsors under the Florida Housing Finance Corporation Act to discriminate against any person or family because of traits associated with race, etc. as well as discrimination against a person because of protected hairstyle in the area of housing, employment and K-20 public education system. HR Florida takes a neutral position on both of these proposed bills.

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