



### **Other Workplace Legislation**

<p><a href="#"><u>SB 376</u></a></p>	<p><b>Employment Protections</b></p> <ul style="list-style-type: none"> <li>▪ Authorizing parental leave for state employees in the Career Service System who have a stillborn child; prohibiting a public employer or an employment agency from engaging in certain activities relating to wages and salary; prohibiting an employer from engaging in certain activities relating to wages and salary; authorizing an employer to confirm a prospective employee’s wage or salary history under certain conditions, etc.</li> </ul> <p><b><u>HR FL’s Position: HR Florida opposes the portion of this legislation that seeks to prohibit certain employer activities related to wages and salary. Similar to SB 1368 last year.</u></b></p>	<p>Book, Lauren Democrat District 32 Part of Broward</p>	<p>Last Action: 1/11/2022 Senate - Introduced</p>
<p><a href="#"><u>CS/HB 1053 &amp; SB 1388 (similar)</u></a></p>	<p><b>Parental Leave</b></p> <ul style="list-style-type: none"> <li>▪ <i>Applies to state employees only</i></li> <li>▪ Requires departments or agencies of state to adopt rules to establish plan for sick leave pool; provides eligible employees may use sick leave pool for parental leave; provides for priority of application in case of conflict; provides requirements for parental leave; provides parental leave runs concurrently with Family Medical Leave Act.</li> </ul>	<p>Aloupis, Vance Republican District 115 Part of Miami-Dade &amp; Rodriguez, Ana Maria</p>	<p>Last Action: 2/1/2022 Added to State Administration &amp; Technology Appropriations Subcommittee agenda &amp; 1/18/2021 Senate – Introduced SJ 123</p>

	<b><u>HR FL's Position: HR Florida supports this legislation.</u></b>	Republican District 39 Monroe County and part of Miami- Dade County	
<b><u><a href="#">HB 293</a></u> &amp; <b><u><a href="#">SB 322</a></u></b> <b><u>(identical)</u></b></b>	<p><b>Discrimination in Labor and Employment</b></p> <ul style="list-style-type: none"> <li>Creating the "Senator Helen Gordon Davis Fair Pay Protection Act"; prohibiting an employer from providing less favorable employment opportunities to employees based on their sex; providing exceptions; prohibiting an employer from engaging in certain activities relating to wages and benefits, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation. Similar to SB 256 last year-- HR Florida supports legislation promoting equal pay. HR Florida is concerned, however, that the proposed bill implicitly creates a private cause of action. Further, we are concerned about the limitations placed on an employer's ability to use information from inquiries as to prior wage history, as such information is often valuable in the hiring process."</u></b></p>	Thompson, Geraldine F. Democrat District: 44 Part of Orange & Stewart, Linda Democrat District 13 Part of Orange county	Last Action: 1/11/2022 House – 1 <sup>st</sup> Reading (Original Filed Version) & 1/11/2022 Senate – Introduced – SJ 18
<b><u><a href="#">SB 1458/</a></u> <b><u><a href="#">HB 1197</a></u></b> <b><u>Comparable</u></b></b>	<p><b>Employee Organizations</b></p> <ul style="list-style-type: none"> <li>Requiring employee organizations to provide a notice of employees' rights form to specified employees; requiring an employee organization to revoke an employee's membership upon receipt of the employee's written request for revocation; prohibiting certain employee organizations from having dues and uniform assessments deducted by the employer from</li> </ul>	Baxley, Dennis Republican District 12 Sumter county and parts of Lake, Marion counties	Last Action: 1/18/2022 Senate – SJ 128 & 1/27/22 House - Now in State Administration & Technology Appropriations Subcommittee

	<p>certain employees' salaries; revising requirements for applications for renewal of registration of an employee organization; revising requirements for applications for renewals of registration for employee organizations certified as bargaining agents for units of instructional personnel, etc.</p> <p><b><u>HR FL's Position: HR Florida supports this legislation, as it provides for greater transparency for employees.</u></b></p>		
<a href="#">SB 1230</a>	<p><b>COVID-19 Mandates</b></p> <ul style="list-style-type: none"> <li>Repealing provisions relating to a prohibition on public employee COVID-19 vaccination mandates, a prohibition on private employer COVID-19 vaccination mandates, a public records exemption for complaints and investigations regarding private employer COVID-19 vaccination mandates, and a prohibition on COVID-19 vaccination mandates for students, respectively; deleting a prohibition on certain facial covering and quarantine mandates in K-12 schools; deleting a related right of action for parents and certain students, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	Pizzo, Jason Democrat District 38 Part of Miami-Dade	Last Action: 1/11/2022 Senate – Introduced – SJ 82
<a href="#">SB 1232</a>	<p><b>Florida Occupational Safety and Health State Plan</b></p> <ul style="list-style-type: none"> <li>Repealing a provision relating to the Florida Occupational Safety and Health State Plan, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	Pizzo, Jason Democrat District 38 Part of Miami-Dade	Last Action: 1/11/2022 Senate – Introduced – SJ 82

<p><a href="#">HB 117</a> &amp; <a href="#">SB 774</a> (<a href="#">identical</a>)</p>	<p><b>Communicable and Infectious Diseases</b></p> <ul style="list-style-type: none"> <li>Citing this act as the "Sergeant Justin White Act"; Provides presumption to specified workers that impairment of health caused by COVID-19 or infectious disease happened in line of duty; requires certain actions in order to be entitled to presumption; requires emergency rescue or public safety workers to file incident or accident report under certain conditions.</li> </ul> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	<p>Fetterhoff, Elizabeth Anne Republican District: 26 Part of Volusia &amp; Omphroy, Anika Tene Democrat District: 95 Part of Broward &amp; Gruters, Joe Republican District 23 Consists of Sarasota county and part of Charlotte county</p>	<p>Last Action: 1/11/2022 House – 1<sup>st</sup> reading (original filed version) &amp; 1/11/2022 Senate – Introduced SJ 50</p>
<p><a href="#">HB 853</a> &amp; <a href="#">SB 550</a> (<a href="#">similar</a>)</p>	<p><b>Unlawful Employment Practices</b></p> <ul style="list-style-type: none"> <li>Revising the unlawful employment practices in the Florida Civil Rights Act of 1992 to include discriminatory practices relating to military status, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida supports this legislation.</u></b></p>	<p>Daley, Dan Democrat District: 97 Part of Broward &amp; Cruz, Janet</p>	<p>Last Action: 1/11/2022 House – 1<sup>st</sup> Reading (Original Filed Version) &amp; 1/11/2022 Senate – Introduced – SJ 34</p>

		Democrat District 18 Consists of part of Hillsborough county	
<a href="#">HB 57</a> & <a href="#">SB 242</a> (identical)	<p><b>Racial and Sexual Discrimination</b></p> <ul style="list-style-type: none"> <li>Prohibits state agencies, counties, municipalities, &amp; public K-20 educational institutions from providing mandatory training for employees or students which espouses certain concepts; requires certain diversity &amp; inclusion efforts; requires DMS, in consultation with Florida Commission on Human Relations, to review agency diversity &amp; inclusion training; requires contracts with agency to include option to terminate if contractor provides workforce training that espouses certain concepts; requires contractor to submit certification; requires each agency to report violations; authorizes contractor's placement on discriminatory vendor list.</li> </ul> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	Fine, Randy Republican District: 53 Part of Brevard & Fischer, Jason Republican District: 16 Part of Duval & Gruters, Joe Republican District 23 Consists of Sarasota county and part of Charlotte county	Last Action: 1/11/2022 House – 1 <sup>st</sup> Reading (Original Filed Version) & 1/11/2022 Senate – Introduced – SJ 14
<a href="#">HB 75</a>	<p><b>Limiting COVID-19 Restrictions</b></p> <ul style="list-style-type: none"> <li>Prohibits state or any political subdivision from enacting mask mandate; provides any such mandate is void; prohibits state &amp; local governments from requiring COVID-19 vaccinations,</li> </ul>	Sabatini, Anthony Republican District: 32	Last Action: 1/11/2022 House – 1 <sup>st</sup> Reading (Original Filed Version)

	<p>issuing vaccine passports or other standardized documentation to third parties, or otherwise publishing or sharing COVID-19 vaccination records; prohibits businesses from requiring customers to provide documentation certifying COVID-19 vaccination or COVID-19 post-transmission recovery or discriminating against customers on basis of their COVID-19 vaccination status or COVID-19 post-transmission recovery status; declares certain actions based on vaccination status or having immunity passport are unlawful discriminatory practices.</p> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	Part of Lake	
<a href="#">SB 594</a>	<p><b>Discrimination on the Basis of COVID-19 Vaccination or Postinfection Recovery Status</b></p> <ul style="list-style-type: none"> <li>Prohibiting governmental entities from requiring proof of COVID-19 vaccination or postinfection recovery status as a condition of licensure or certification in this state; prohibiting employers from requiring COVID-19 vaccination or proof of COVID-19 vaccination or postinfection recovery as a condition of employment, promotion, or continued employment or from discriminating against employees on the basis of such status unless certain conditions are met; providing a right of action for aggrieved persons, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation, as it provides for a private cause of action.</u></b></p>	Perry, Keith Republican District 8 Consists of Alachua, Putnam counties and part of Marion county	Last Action: 1/11/2022 Senate – Introduced – SJ 36
<a href="#">HB 221</a> & <a href="#">SB 388</a> (identical)	<p><b>Office of Diversity, Equity, and Inclusion</b></p> <ul style="list-style-type: none"> <li>Establishes Office of Diversity, Equity, &amp; Inclusion within EOG; provides for appointment of Chief Diversity Officer; prescribes minimum qualifications for Chief Diversity Officer; provides</li> </ul>	Davis, Tracie Democrat District: 13 Part of Duval	Last Action: 1/11/2022 House - 1st Reading (Original Filed Version) &

	<p>duties of Chief Diversity Officer, including creation of strategic plan that must be periodically updated &amp; reviewed.</p> <p><b><u>HR FL's Position: HR Florida supports this legislation, as it will advance diversity, equity, and inclusion initiatives and because it imposes no new requirements on employers. Similar to SB 180 last year.</u></b></p>	<p>&amp; Berman, Lori Democrat District: 31 Consists of part of Palm Beach county</p>	<p>1/11/2022 Senate – Introduced – SJ 22</p>
<p><a href="#">HB 295</a></p>	<p><b>Workers' Compensation Coverage by Employee Leasing Companies</b></p> <ul style="list-style-type: none"> <li>Provides employees of construction contractors &amp; subcontractors are deemed employees of employee leasing company for purposes of workers' compensation coverage; requires employee leasing company provide notice of intent to terminate contractual arrangement; requires employee leasing company allow client company to cure contractual defaults or deficiencies; requires employee leasing company provide written notice of termination of contractual arrangement with client company; requires employee leasing company to continue coverage for specified period after termination of contractual arrangement; provides requirements relating to specified reports and documents for client companies that are construction contractors or subcontractors.</li> </ul> <p><b><u>HR FL's Position: HR Florida supports this legislation, as it provides clarification to employers on who are "employees" for purposes of workers' compensation coverage.</u></b></p>	<p>Fernandez-Barquin, Juan Alfonso Republican District: 119 Part of Miami-Dade</p>	<p>Last Action: 1/11/2022 House - 1st Reading (Original Filed Version)</p>
<p><a href="#">SJR 382</a></p>	<p><b>Minimum Training Wage</b></p> <ul style="list-style-type: none"> <li>Proposing an amendment to the State Constitution to authorize the Legislature to establish a minimum training wage rate lower than the Florida minimum wage rate which employers may</li> </ul>	<p>Brandes, Jeff Republican District 24</p>	<p>Last Action: 1/11/2022 Senate – Introduced – SJ 22</p>

	<p>elect to pay employees for the first 6 months of employment, etc.</p> <p><b><u>HR FL's Position: HR Florida supports this legislation, as it provides creative solutions for employers in anticipation of Florida's future minimum wage increase.</u></b></p>	<p>Consists of part of Pinellas county</p>	
<p><a href="#">HB 6047</a> &amp; <a href="#">SB 446</a> (identical)</p>	<p><b>Wage and Employment Benefits Requirements</b></p> <ul style="list-style-type: none"> <li>Repealing a provision relating to restrictions on the establishment of minimum wage and employment benefits requirements by political subdivisions, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation because of the complexities of managing an organization in multiple jurisdictions with varying minimum wages. Similar to SB 304 last year.</u></b></p>	<p>Smith, Carlos Guillermo Democrat District: 49 Part of Orange &amp; Taddeo, Annette Democrat District 40 Consists of part of Miami-Dade county</p>	<p>Last Action: 1/11/2022 House - 1st Reading (Original Filed Version) &amp; 1/11/2022 Senate – Introduced – SJ 26</p>
<p><a href="#">HB 6001</a></p>	<p><b>Verification of Employment Eligibility by a Private Employer</b></p> <ul style="list-style-type: none"> <li>Removes option for private employer to verify person's employment eligibility using specified federal form; removes requirement that private employer maintain records for specified length of time; removes authorization for certain persons &amp; entities to request, &amp; requirement that private employer provide, documentation relating to person's employment eligibility.</li> </ul>	<p>Sabatini, Anthony Republican District: 32 Part of Lake</p>	<p>Last Action: 1/11/2022 House – 1<sup>st</sup> Reading (Original Filed Version)</p>



	<b><u>HR FL's Position: HR Florida opposes this legislation. Similar to HB 6013 last year.</u></b>		
<a href="#">HB 507</a> & <a href="#">SB 1756</a> (similar)	<p><b>Department of Labor</b></p> <ul style="list-style-type: none"> <li>Creates Department of Labor; provides structure &amp; purpose of department; revises requirements notifying employees of certain rights; 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 &amp; burden of proof, prohibition on certain contracts, process for filing complaint for violation of protected rights, department powers, injunctive relief, review of actions issued by department, statute of limitations during investigation, liability, &amp; recordkeeping; creates the DOL Community Advisory Board; requires annual report.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation. Similar to SB 1726.</u></b></p>	Nixon, Angela "Angie" Democrat District: 14 Part of Duval & Torres, Victor Democrat District 15 Consists of Osceola County	Last Action: 1/11/2022 – House - 1st Reading (Original Filed Version) & 1/18/2022 Senate - Introduced - SJ 150
<a href="#">HB 627</a> & <a href="#">SB 688</a> (identical)	<p><b>Employment Practices for Family and Medical Leave</b></p> <ul style="list-style-type: none"> <li>Creates "Florida Family &amp; Medical Leave Act"; requires employer to allow employees to take paid family leave to bond with minor child upon birth, adoption, or foster care placement; provides for civil action &amp; penalties; creates family &amp; medical leave insurance benefits program; prohibits specified employment practices on basis of pregnancy, childbirth, or medical condition related to pregnancy or childbirth; provides</li> </ul>	Nixon, Angela "Angie" Democrat District: 14 Part of Duval & Davis, Tracie	Last Action: 1/11/2022 House – 1 <sup>st</sup> Reading (Original Filed Version) & 1/11/2022 – Senate – Introduced SJ 42

	<p>for leave, maintenance of health coverage, reasonable accommodation &amp; transfer, &amp; return rights for employee who is disabled from pregnancy, childbirth, or medical condition related to pregnancy or childbirth.</p> <p><b><u>HR FL's Position: HR Florida opposes this legislation. Pregnancy status is already a protected class under the FCRA. The terms of this bill are vague and create more ambiguity for employers.</u></b></p>	<p>Democrat District: 13 Part of Duval &amp; Cruz, Janet District 18 Part of Hillsborough County</p>	
<p><a href="#">HB 629</a> &amp; <a href="#">SB 656</a> (identical)</p>	<p><b>Trust Funds/Family and Medical Leave Insurance Benefits Fund/DFS</b></p> <ul style="list-style-type: none"> <li>Creates Family &amp; Medical Leave Insurance Benefits Fund under DFS; provides purpose of trust fund; provides for future review &amp; termination of trust fund.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation, as it is predicated on HB 627, which we oppose.</u></b></p>	<p>Nixon, Angela "Angie" Democrat District: 14 Part of Duval &amp; Cruz, Janet Democrat District 18 Consists of part of Hillsborough county</p>	<p>Last Action: 1/11/2022 House – 1<sup>st</sup> Reading (Original Filed Version) &amp; 1/11/2022 Senate – Introduced – SJ 40</p>
<p><a href="#">HB 467</a></p>	<p><b>Legalization of Recreational Marijuana</b></p> <ul style="list-style-type: none"> <li>Authorizes persons age 21 &amp; over to engage in certain activities involving personal use of marijuana in limited amounts; provides for licensure of marijuana establishments; provides limits on number of certain marijuana establishments in localities; specifies that chapter does <u>not</u> apply to employer drug policies or operating under influence laws; removes cannabis from schedule of controlled substances; provides for</li> </ul>	<p>Hinson, Yvonne Hayes Democrat District: 20 Parts of Alachua, Marion</p>	<p>Last Action: 1/11/2021 House - 1st Reading (Original Filed Version)</p>

	<p>retroactive effect; provides for sentencing review for certain offenders.</p> <p><b><u>HR FL's Position: HR Florida opposes this legislation.</u></b></p>		
<p><a href="#">HB 1191</a> &amp; <a href="#">CS/SB 1618</a> <a href="#">(similar)</a></p>	<p><b>Restrictions on Employment</b></p> <ul style="list-style-type: none"> <li>Provides that restrictive covenants are only enforceable against former employee, agent, or independent contractor who voluntarily resigned or was terminated because of misconduct; defines "misconduct".</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation.</u></b></p>	<p>Altman, Thad Republican District 52 Part of Brevard &amp; Broxson, Doug Republican District 1 Consists of Escambia, Santa Rosa Counties and part of Okaloosa County</p>	<p>Last Action: 1/11/2022 House – 1st Reading (Original Filed Version) &amp; 1/26/2022 Senate - CS by Commerce and Tourism read 1st time -SJ 223</p>
<p><a href="#">HB 887</a> &amp; <a href="#">SB 732</a> <a href="#">(identical)</a></p>	<p><b>Heat Illness Prevention</b></p> <ul style="list-style-type: none"> <li>Providing responsibilities for certain employers and employees; providing an exception; requiring employers to provide annual training for employees and supervisors; requiring the</li> </ul>	<p>Chambliss, Kevin D. Democrat District: 117</p>	<p>Last Action: 1/11/2022 House - 1st Reading (Original Filed Version) &amp;</p>

	<p>Department of Agriculture and Consumer Services, in conjunction with the Department of Health, to adopt specified rules, etc.</p> <p><b><u>HR FL's Position: HR Florida opposes this legislation.</u></b></p>	<p>&amp; Smith, Carlos Guillermo Democrat District: 49 Part of Orange &amp; Rodriguez, Ana Maria Republican District 39 Consists of Monroe county and part of Miami-Dade county</p>	<p>1/20/2022 Senate – Now in Health Policy Committee</p>
<p><a href="#"><u>SB 750</u></a></p>	<p><b>Service of Process</b></p> <ul style="list-style-type: none"> <li>▪ Requiring employers to facilitate service of process by making employees available to accept service; providing criminal penalties for employers who fail to facilitate such service; requiring persons in charge of private mailboxes, virtual offices, and executive offices or mini suites to confirm whether a person to be served maintains a private mailbox, a virtual office, or an executive office or mini suite at that location; authorizing service on the registered agents of limited liability companies and corporations, respectively, and other specified persons at any hour at a residence or private mailbox, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation, as employers must already designate a registered agent to accept service of process. The legislation also adds criminal penalties for violations.</u></b></p>	<p>Rodriguez, Ana Maria Republican District 39 Consists of Monroe county and part of Miami-Dade county</p>	<p>Last Action: 1/11/2022 Senate – Introduced – SJ 47</p>

<p><a href="#">SB 1386</a>  <a href="#">CS/HB 1505</a>  <a href="#">CS/SB 1380</a>  <i>(identical)</i></p>	<p><b>Background Screenings for School Personnel</b></p> <ul style="list-style-type: none"> <li>Requiring each employing entity that employs instructional and noninstructional personnel who have direct contact with students to submit certain individuals' fingerprints to the Department of Law Enforcement; providing that an employing entity has the sole authority for determining the employment eligibility of certain personnel; requiring the Department of Law Enforcement to report the results from background screenings to the employing entity, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida supports this legislation.</u></b></p>	<p>Diaz, Manny  Republican  District: 36  part of Miami-Dade county</p>	<p>Last Action: 2/1/2022 Senate - CS by Education; YEAS 9 NAYS 0  &amp;  1/31/2022 House- Now in Health &amp; Human Services Committee  &amp;  2/1/2022 Senate- Pending reference review under Rule 4.7(2) - (Committee Substitute)</p>
<p><a href="#">HB 367</a>  &amp;  <a href="#">SB 1164</a>  <i>(identical)</i></p>	<p><b>Juneteenth Day</b></p> <ul style="list-style-type: none"> <li>Designating Juneteenth Day as a paid holiday for employees of all branches and agencies of state government; designating Juneteenth Day as a legal holiday, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	<p>McCurdy, Travaris L.  "Tray"  Democrat  District: 46  Part of Orange &amp; Bracy, Randolph  Democrat  District 11  Consists of part of Orange county</p>	<p>Last Action: 1/11/2022 House – 1<sup>st</sup> Reading (Original Filed Version)  &amp;  1/11/2022 Senate – Introduced – SJ 77</p>
<p><a href="#">HB 49</a>  &amp;  <a href="#">SB 200</a>  <i>(identical)</i></p>	<p><b>First Responder's Employment-related Accidents and Injuries</b></p> <ul style="list-style-type: none"> <li>Revises definition of "first responder" to include 911 public safety telecommunicators for purposes of eligibility for workers' compensation benefits for first responders; requires employing</li> </ul>	<p>Bartleman, Robin  Democrat  District: 104</p>	<p>Last Action: 1/11/2022 House – 1<sup>st</sup> Reading (Original Filed Version)  &amp;  Last Action: 1/11/2022 Senate – Introduced – SJ 11</p>

	<p>agency to provide educational training annually; requires such training be provided by certain mental health practitioners.</p> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	<p>Part of Broward &amp; Willhite, Matt Democrat District: 86 Part of Palm Beach &amp; Rodriguez, Ana Maria Republican District 39 Consists of Monroe county and part of</p>	
<p><a href="#">HB 949</a> &amp; <a href="#">SB 1306</a> (similar)</p>	<p><b>Leave for Family or Household Members of Homicide Victims</b></p> <ul style="list-style-type: none"> <li>Requires that employer grant certain leave upon request of employee; provides requirements for such leave; requires employee to provide advance notice &amp; certain documentation to his or her employer except; requires confidentiality; prohibits employer from taking certain actions relating to exercise of certain rights; provides remedies.</li> </ul> <p><b><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></b></p>	<p>Chambliss, Kevin Democrat District: 117 Parts of Miami-Dade &amp; Jones, Shervin Democrat District: 35 parts of Broward, Miami-Dade counties</p>	<p>Last Action: 1/11/2022 House - 1st Reading (Original Filed Version) &amp; 1/11/2022 Senate – Introduced – SJ 88</p>

<p><a href="#">SB 1484</a></p>	<p><b>Reemployment Assistance</b></p> <ul style="list-style-type: none"> <li>▪ Increasing the maximum weekly and yearly benefit amounts for reemployment assistance; increasing the duration of such benefits, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation. Similar to SB 466 last year.</u></b></p>	<p>Bracy, Randolph Democrat District 11 Consists of part of Orange county</p>	<p>Last Action: 1/18/2022 Senate - Introduced -SJ 130</p>
<p><a href="#">SB 1862</a></p>	<p><b>Background Screening</b></p> <ul style="list-style-type: none"> <li>• Prohibits certain entities that contract for inmate labor from excluding certain persons from consideration for employment or from disqualifying certain persons from employment; specifies conditions that constitute exclusion from consideration for employment; prohibits an entity from inquiring into or considering an applicant's criminal history before the applicant has received a conditional offer of employment; prohibits an entity from considering specified information in connection with an application for employment; requires an entity to consider specified factors when determining whether an applicant may be disqualified from employment, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation.</u></b></p>	<p>Bracy, Randolph Democrat District 11 Consists of parts of Orange County</p>	<p>Last Action: 1/18/2022 Senate - Introduced -SJ 160</p>

<p><a href="#">HB 1247</a> &amp; <a href="#">SB 1606</a></p>	<p><b>Protections for Public Employees who use Medical Marijuana as Qualified Patients</b></p> <ul style="list-style-type: none"> <li>Prohibits a public employer from taking adverse personnel action against an employee or a job applicant who is a qualified patient for his or her use of medical marijuana; provides exceptions; requires a public employer to provide written notice of an employee's or a job applicant's right to explain a positive marijuana test result within a specified timeframe; provides procedures that apply when a public employee or job applicant tests positive for marijuana, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation. Similar to HB 1247 last year.</u></b></p>	<p>Greico, Michael Democrat District 113 Part of Miami-Dade &amp; Polsky, Tina Democrat District 29 Consists of parts of Broward and Palm Beach Counties</p>	<p>Last Action: 1/12/2022 House - Now in Government Operations Subcommittee &amp; 1/18/2022 Senate - Introduced -SJ 138</p>
<p><a href="#">HB 1489</a> &amp; <a href="#">SB 1568</a></p>	<p><b>Reemployment Assistance</b></p> <ul style="list-style-type: none"> <li>Revises requirements for reemployment assistance benefits eligibility; prohibits the Department of Economic Opportunity from denying a person reemployment assistance solely on the basis of pregnancy; requires an alternative base period to be used under certain circumstances when calculating wages in determining qualification for reemployment assistance benefits; requires the department to contact an individual's employer if certain wage information is unavailable from specified reports; specifies that wages that fall within an alternative base period are not available for reuse in subsequent benefit years, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida opposes this legislation, as it decreases the number of prospective employers from 5 to 3 that the individual must apply to per week in order to obtain benefits.</u></b></p>	<p>Joseph, Dotie Democrat District 108 Part of Miami-Dade &amp; Bracy, Randolph Democrat District 11 Consists of parts of Orange County</p>	<p>Last Action: 1/16/2022 House - Now in Tourism, Infrastructure &amp; Energy Subcommittee &amp; 1/18/2022 Senate - Introduced -SJ 135</p>



<p><a href="#">SB 624</a></p>	<p><b>Reemployment After Retirement</b></p> <ul style="list-style-type: none"> <li>• Authorizes a retiree of the Florida Retirement System to be reemployed under certain circumstances, etc.</li> </ul> <p><b><u>HR FL's Position: HR Florida supports this legislation.</u></b></p>	<p>Wright, Tom Republican District 14 Consists of parts of Brevard and Volusia Counties</p>	<p>Last Action: 1/11/2022 Senate – Introduced – SJ 39</p>
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