



With 28 local chapters representing over 16,000 individual human resource professionals, the HR Florida State Council is the state affiliate for the Society for Human Resource Management (SHRM). SHRM is the world's largest HR professional society, representing 300,000 members in more than 165 countries.

2022 HR Florida Priority Workplace Legislation

Bill Number	Synopsis	Sponsor	Most Recent Action
HB 1113 & SB 1714 (identical)	<p>Employer Retaliation for Covid-19 Quarantine Prohibits employer from taking retaliatory action against employee who takes leave of absence to quarantine after testing positive for COVID-19 & provides proof of positive test to employer; authorizes employee to use sick leave for such quarantine if sick leave is available to employee.</p> <p><u>HR FL's Position: HR Florida opposes this legislation. Retaliation laws are already in place to protect employees.</u></p>	Benjamin, Christopher Democrat District 107 Part of Miami-Dade County & Taddeo, Annette District 40 Part of Miami-Dade County	Last Action: 1/11/2022 – House – first reading (original filed version) & 1/18/2022 - Introduced -SJ 147

<p>HB 411 & SB 542 (similar)</p>	<p>Evidentiary Standards for Actions Arising During an Emergency Provides specified actions taken by business during declared emergencies, such as providing PPE, may not be used as evidence in certain civil causes of action.</p> <p><u>HR FL's Position: HR Florida supports this legislation, as it provides employers protection against meritless misclassification suits. Similar to SB 882 last year.</u></p>	<p>Melo, Lauren Republican District 80 Hendry and part of Collier & Rodriguez, Ana Maria Republican District 39 Consists of Monroe County and part of Miami- Dade County</p>	<p>Last Action: 1/26/2022 House – Added to Second Reading Calendar & 1/27/2022 Senate - Passed; YEAS 35 NAYS 1 -SJ 235</p>
<p>HB 1449 & CS/SB 842 (similar)</p>	<p>Invalid Restrictive Covenants in Health Care Defining the terms “hospital” and “physician”; specifying that certain restrictive covenants in employment agreements between physicians and hospitals do not support a legitimate business interest; authorizing a party to an employment agreement to elect to have a mutually agreed upon arbitrator make a specified binding determination, etc.</p> <p><u>HR FL's Position: HR Florida takes a neutral position as to this legislation. HR Florida traditionally disfavors constraints on restrictive covenants as they are typically onerous to the employer; however, this legislation could potentially benefit other healthcare institutions in the same geographic area. Because the competing interests are, on the whole, balanced between current employers and potential employers, HR Florida has decided to remain neutral.</u></p>	<p>Tuck, Kaylee Republican District 55 Glades, Highlands, Okeechobee and part of St. Lucie & Brodeur, Jason Republican District 9 Consists of Seminole county and</p>	<p>Last Action: 1/16/2022 House - Now in Finance & Facilities Subcommittee & 1/28/2022 Senate – Now in Rules</p>

		part of Volusia county	
CS/HB 317 & SB 514 (similar)	<p>Substitution of Work Experience for Postsecondary Educational Requirements</p> <p>Authorizes head of employing agency to elect to substitute certain work experience for postsecondary educational requirements beginning on specified date; prohibits substitution of certain work experience for postsecondary educational requirements; provides advertising requirements relating to positions of employment; specifies that certain laws & regulations governing equal opportunity employment apply.</p> <p><u>HR FL's Position: HR Florida supports this legislation.</u></p>	<p>DiCeglie, Nick Republican District: 66 Part of Pinellas & Burgess, Danny Republican District 20 Consists of parts of Hillsborough, Pasco, Polk counties</p>	<p>Last Action: 1/21/2022 House – Added to Second Reading Calendar & Senate - On Committee agenda-- Governmental Oversight and Accountability, 02/02/22</p>
HB 31 & SB 264 (identical)	<p>Firefighter Inquiries and Investigations</p> <p>Provides firefighters have certain rights during informal inquiry; provides firefighter may not be subjected to certain disciplinary action during informal inquiry or interrogation.</p> <p><u>HR FL's Position: HR Florida takes a neutral position as to this legislation.</u></p>	<p>Busatta Cabrera, Demi Republican District: 114 Part of Miami-Dade & Hooper, Ed Republican District: 16 Consists of parts of Pasco and Pinellas Counties</p>	<p>Last Action: 1/13/2022 House – Added to Second Reading Calendar & 1/31/2022 Senate - On Committee agenda-- Rules, 02/03/22</p>

<p>CS/HB 943 & SB 1124 (comparable)</p>	<p>Preemption of Local Government Wage Mandates</p> <ul style="list-style-type: none"> revising prohibitions relating to political subdivisions enacting, maintaining, or enforcing wage mandates in an amount greater than the state minimum wage rate, etc. <p><u>HR FL's Position: HR Florida supports the CS (HB 943 version) of this legislation.</u></p>	<p>Harding, Joe Republican District: 22 Levy and parts of Marion & Gruters, Joe Republican District 23 Consists of Sarasota county and part of Charlotte county</p>	<p>Last Action: 2/1/2022 House – Added to Regulatory Reform Subcommittee agenda & 1/28/2022 Senate - On Committee agenda-- Community Affairs, 02/02/22</p>
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