

THE FLORIDA SENATE
2024 SUMMARY OF LEGISLATION PASSED
Committee on Commerce and Tourism

CS/CS/HB 433 — Employment Regulations

by Commerce Committee; Regulatory Reform & Economic Development Subcommittee; and Rep. Esposito and others (CS/SB 1492 by Commerce and Tourism Committee and Senator Trumbull)

Workplace Heat Exposure Requirements

A political subdivision is prohibited from:

- Requiring an employer or contractor to meet or provide heat exposure requirements that are not required under state or federal law;
- Giving preference in solicitations based upon employer heat exposure requirements; and
- Considering or seeking information relating to an employer's heat exposure requirements.

The bill does not limit the authority of a political subdivision to provide heat exposure requirements not otherwise required under state or federal law for direct employees of the political subdivision. These heat exposure provisions do not apply if compliance will prevent the political subdivision from receiving federal funds.

Restrictions on Wage and Employment Benefits Requirements by Political Subdivisions

Starting September 30, 2026, a political subdivision is prohibited from preferring one contractor over another based on the wages or employment benefits provided by the contractor.

Starting September 30, 2026, a political subdivision cannot require or try to control a minimum wage or employment benefits for certain employees under the terms of a contract or otherwise through the purchasing power of the political subdivision.

The above provisions do not impair any contract entered into before September 30, 2026.

Preemption of Employee Scheduling Regulation

Local governments are prohibited from adopting or enforcing any regulation relating to scheduling, including predictive scheduling, by a private employer except as expressly authorized or required by state or federal law, rule, or regulation or pursuant to federal grant requirements.

If approved by the Governor, or allowed to become law without the Governor's signature, these provisions take effect July 1, 2024, except as otherwise provided.

Vote: Senate 24-15; House 74-36