

CHAMBER ACTION

1 The Transportation & Economic Development Appropriations
2 Committee recommends the following:

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4 **Council/Committee Substitute**

5 Remove the entire bill and insert:

6 A bill to be entitled

7 An act relating to notification regarding the state
8 minimum wage; creating s. 448.109, F.S.; providing
9 definitions; requiring an employer to display posters at
10 worksites to provide employees notice about the state
11 minimum wage; requiring the Agency for Workforce
12 Innovation to make available an updated poster each year;
13 providing for the size and contents of the posters;
14 providing an effective date.

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16 Be It Enacted by the Legislature of the State of Florida:

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18 Section 1. Section 448.109, Florida Statutes, is created
19 to read:

20 448.109 Notification of the state minimum wage.--

21 (1) As used in this section, the terms:

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50 An employer may not retaliate against an employee for
51 exercising his or her right to receive the minimum
52 wage. Rights protected by the State Constitution
53 include the right to:

54 1. File a complaint about an employer's alleged
55 noncompliance with lawful minimum-wage requirements.

56 2. Inform any person about an employer's alleged
57 noncompliance with lawful minimum-wage requirements.

58 3. Inform any person of his or her potential
59 rights under Section 24, Article X of the State
60 Constitution and to assist him or her in asserting
61 such rights.

62
63 An employee who has not received the lawful minimum
64 wage after notifying his or her employer and giving
65 the employer 15 days to resolve any claims for unpaid
66 wages may bring a civil action in a court of law
67 against an employer to recover back wages plus damages
68 and attorney's fees.

69
70 An employer found liable for intentionally violating
71 minimum-wage requirements is subject to a fine of
72 \$1,000 per violation, payable to the state.

73
74 The Attorney General or other official designated by
75 the Legislature may bring a civil action to enforce
76 the minimum wage.

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78 For details see Section 24, Article X of the State
79 Constitution.

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81 (b) The poster must be at least 8.5 inches by 11 inches
82 and in a format easily seen by employees. The text in the poster
83 must be of a conspicuous size. The text in the first line must
84 be larger than the text of any other line and the text of the
85 first sentence must be in bold type and larger than the text in
86 the remaining lines.

87 Section 2. This act shall take effect July 1, 2007.