

By Senator Hill

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A bill to be entitled

An act relating to notification regarding the state minimum wage; providing definitions; requiring an employer to display posters at worksites to provide employees notice about the state minimum wage; requiring the Agency for Workforce Innovation to make available an updated poster each year; providing for the size and contents of the posters; providing an effective date.

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

Section 1. Notification of the state minimum wage.--

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

(a) "Employer," "employee," and "wage" have the meanings as established under the federal Fair Labor Standards Act and its implementing regulations.

(b) "Florida minimum wage" means the wage that an employer must, at a minimum, pay an employee pursuant to Section 24, Article X of the State Constitution and implementing law.

(2) Each employer who must pay an employee the Florida minimum wage shall prominently display a poster made available pursuant to subsection (3) in a conspicuous and accessible place at each worksite.

(3)(a) Each year the Agency for Workforce Innovation shall, on or before December 1, create and make available to employers a poster in English and in Spanish which reads substantially as follows:

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

6 The Attorney General or other official
7 designated by the Legislature may bring a civil
8 action to enforce the minimum wage.

10 For details see Section 24, Article X of
11 the State Constitution.

12 (b) The poster must be at least 12 inches in height by
13 16 inches in width and in a format easily seen by employees.
14 The letters in the poster must be of a conspicuous size. The
15 letters in the first line must be larger than the letters of
16 any other line and the letters of the first sentence must be
17 in bold type and larger than the letters in the remaining
18 lines.

19 Section 2. This act shall take effect July 1, 2006.

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22 SENATE SUMMARY

23 Requires an employer to display posters at worksites to
24 notify employees about the state minimum wage. Requires
25 the Agency for Workforce Innovation to make an updated
26 poster available each year. Provides for the size and
27 contents of the posters.