



1 employers a poster in English and in Spanish which reads  
2 substantially as follows:

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4 NOTICE TO EMPLOYEES

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6 The Florida minimum wage is \$ (amount) per  
7 hour, with a minimum wage of at least \$  
8 (amount) per hour for tipped employees, in  
9 addition to tips, for January 1, (year),  
10 through December 31, (year).

11  
12 The rate of the minimum wage is recalculated  
13 yearly on September 30, based on the Consumer  
14 Price Index. Every year on January 1 the new  
15 Florida minimum wage takes effect.

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17 An employer may not retaliate against an  
18 employee for exercising his or her right to  
19 receive the minimum wage. Rights protected by  
20 the State Constitution include the right to:

21 1. File a complaint about an employer's  
22 alleged noncompliance with lawful minimum-wage  
23 requirements.

24 2. Inform any person about an employer's  
25 alleged noncompliance with lawful minimum-wage  
26 requirements.

27 3. Inform any person of his or her  
28 potential rights under Section 24, Article X of  
29 the State Constitution and to assist him or her  
30 in asserting such rights.

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1           An employee who has not received the lawful  
2           minimum wage after notifying his or her  
3           employer and giving the employer 15 days to  
4           resolve any claims for unpaid wages may bring a  
5           civil action in a court of law against an  
6           employer to recover back wages plus damages and  
7           attorney's fees.

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

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14          The Attorney General or other official  
15          designated by the Legislature may bring a civil  
16          action to enforce the minimum wage.

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18          For details see Section 24, Article X of the  
19          State Constitution.

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21          (b) The poster must be at least 8.5 inches by 11  
22          inches and in a format easily seen by employees. The text in  
23          the poster must be of a conspicuous size. The text in the  
24          first line must be larger than the text of any other line and  
25          the text of the first sentence must be in bold type and larger  
26          than the text in the remaining lines.

27                 Section 2. This act shall take effect January 1, 2007.  
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STATEMENT OF SUBSTANTIAL CHANGES CONTAINED IN  
COMMITTEE SUBSTITUTE FOR  
CS for Senate Bill 786

The committee substitute revises the notification poster to clarify that tipped employees receive tips, in addition to the minimum wage for tipped employees.