

1 A bill to be entitled
 2 An act relating to wage protection; creating s. 448.111,
 3 F.S.; providing a short title; providing a definition;
 4 providing legislative findings and intent; preempting
 5 regulation of wage theft to the state, except as otherwise
 6 provided by federal law, and superseding any municipal or
 7 county ordinance or other local regulation on the subject;
 8 providing an effective date.

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

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 12 Section 1. Section 448.111, Florida Statutes, is created
 13 to read:

14 448.111 Florida Wage Protection Law.—

15 (1) This section may be cited as the "Florida Wage
 16 Protection Law."

17 (2) For purposes of this section, the term "wage theft"
 18 means the underpayment or nonpayment of wages earned through
 19 lawful employment.

20 (3) The Legislature finds as a matter of public policy
 21 that it is necessary to declare the theft of wages and the
 22 denial of compensation for work completed to be against the laws
 23 and policies of the state.

24 (4) The Legislature finds that employers and employees
 25 benefit from consistent and established standards of laws
 26 relating to wage theft and that existing federal and state laws,
 27 including the federal Fair Labor Standards Act of 1938, the
 28 Davis-Bacon Act, the McNamara-O'Hara Service Contract Act of

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29 1965, the Migrant and Seasonal Agricultural Worker Protection
30 Act, the Contract Work Hours and Safety Standards Act, the
31 Copeland "Anti-kickback" Act, this chapter, and s. 24, Art. X of
32 the State Constitution protect employees from predatory and
33 unfair wage practices while also providing appropriate due
34 process to employers.

35 (5) It is the intent of this section to provide uniform
36 wage theft laws in the state, to void all ordinances and
37 regulations relating to wage theft that have been enacted by a
38 governmental entity other than the state or the Federal
39 Government, and to prohibit the enactment of any future
40 ordinance or other local regulation relating to wage theft.

41 (6) This section hereby expressly preempts regulation of
42 wage theft to the state and supersedes any municipal or county
43 ordinance or other local regulation on the subject.

44 Section 2. This act shall take effect July 1, 2011.