

1 A bill to be entitled
 2 An act relating to military affairs; creating s.
 3 115.135, F.S.; providing that an employee of the state
 4 or any county, municipality, or other political
 5 subdivision who is the spouse of a military
 6 servicemember may not be compelled to work overtime or
 7 extended work hours during active duty deployment of
 8 his or her spouse; prohibiting the imposition of a
 9 sanction or penalty upon such employee for failure or
 10 refusal to work overtime or extended work hours during
 11 the period of his or her spouse's active duty
 12 deployment; requiring an employing authority to grant
 13 a request by such employee for unpaid leave for
 14 specified purposes during the active duty deployment;
 15 providing a limitation on such unpaid leave; providing
 16 that the act fulfills an important state interest;
 17 providing an effective date.

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

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 21 Section 1. Section 115.135, Florida Statutes, is created
 22 to read:

23 115.135 Overtime and leave considerations; spouses of
 24 military servicemembers on active duty.-

25 (1) (a) An employee of the state or any county,
 26 municipality, or other political subdivision who is the spouse
 27 of a servicemember of the United States Armed Forces may not be
 28 compelled by his or her employing authority to work overtime or

29 extended work hours during a period in which his or her spouse
30 is deployed on active duty military service.

31 (b) An employing authority may not impose a sanction or
32 penalty upon an employee who is the spouse of a servicemember of
33 the United States Armed Forces for failure or refusal to work
34 overtime or extended work hours during a period in which his or
35 her spouse is deployed on active duty military service.

36 (2) An employing authority shall grant a request by an
37 employee who is the spouse of a servicemember of the United
38 States Armed Forces deployed on active duty military service for
39 unpaid leave not to exceed 4 working days for the purpose of
40 attending to matters directly related to the implementation of
41 deployment orders of his or her spouse.

42 Section 2. To support members of the United States Armed
43 Forces and their families, the Legislature finds that a proper
44 and legitimate purpose is served by prohibiting the state or any
45 county, municipality, or other political subdivision from
46 requiring an employee whose spouse is deployed on active duty
47 military service from working overtime or extended hours. To
48 support members of the United States Armed Forces and their
49 families, the Legislature also finds that a proper and
50 legitimate state purpose is served by permitting an employee of
51 the state or any county, municipality, or other political
52 subdivision whose spouse is deployed on active duty military
53 service to take unpaid leave to attend to matters directly
54 related to the implementation of the deployment orders.
55 Therefore, the Legislature determines and declares that this act
56 fulfills an important state interest.

CS/HB 519

2013

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Section 3. This act shall take effect July 1, 2013.