

By the Committee on Military and Veterans Affairs, Space, and Domestic Security; and Senator Abruzzo

583-03192-14

20141120c1

1 A bill to be entitled
2 An act relating to military affairs; creating s.
3 115.135, F.S.; defining terms; prohibiting an
4 employing agency from compelling an employee who is
5 the spouse of a military servicemember to work
6 extended work hours during active military service
7 deployment of his or her spouse under specified
8 circumstances; prohibiting the imposition of a
9 sanction or penalty upon such employee for failure or
10 refusal to work extended work hours during the period
11 of his or her spouse's active military service
12 deployment under specified circumstances; requiring an
13 employing agency to grant a request by such employee
14 for unpaid leave for certain purposes during the
15 active military service deployment under specified
16 circumstances; providing a limitation on such unpaid
17 leave; authorizing the Department of Management
18 Services to adopt rules; providing an effective date.

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

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

24 115.135 Leave considerations; spouses of military
25 servicemembers in active military service.-

26 (1) For purposes of this section, the term:

27 (a) "Employing agency" has the same meaning as in s.
28 110.107(24).

29 (b) "Active military service" does not include active duty

583-03192-14

20141120c1

30 training.

31 (2) An employing agency may not:

32 (a) Compel an employee who is the spouse of a servicemember
33 of the United States Armed Forces to work hours in excess of the
34 scheduled hours in the employee's established work period during
35 a period in which his or her spouse is deployed on active
36 military service at a location other than the servicemember's
37 permanent duty station.

38 (b) Impose a sanction or penalty upon an employee who is
39 the spouse of a servicemember of the United States Armed Forces
40 for failure or refusal to work hours in excess of the scheduled
41 hours in the employee's established work period during a period
42 in which his or her spouse is deployed on active military
43 service at a location other than the servicemember's permanent
44 duty station.

45 (3) An employing agency shall grant a request by an
46 employee who is the spouse of a servicemember of the United
47 States Armed Forces deployed on active military service at a
48 location other than the servicemember's permanent duty station
49 for unpaid leave not to exceed 4 working days per deployment for
50 the purpose of attending to matters directly related to the
51 implementation of deployment orders of his or her spouse. Leave
52 taken pursuant to this subsection shall run concurrently with
53 any qualifying exigency leave granted by the employing agency
54 pursuant to the Family and Medical Leave Act of 1993, as
55 amended, 29 U.S.C. ss. 2601 et seq.

56 (4) The Department of Management Services may adopt rules
57 to administer this section.

58 Section 2. This act shall take effect July 1, 2014.