

By Senator Abruzzo

25-01190-15

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1                   A bill to be entitled  
2       An act relating to employment discrimination; amending  
3       s. 760.02, F.S.; including an unpaid intern within the  
4       definition of the term "employee" for purposes of the  
5       Florida Civil Rights Act of 1992; providing an  
6       effective date.

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

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10       Section 1. Subsections (7) through (11) of section 760.02,  
11       Florida Statutes, are renumbered as subsections (8) through  
12       (12), respectively, and a new subsection (7) is added to that  
13       section to read:

14       760.02 Definitions.—For the purposes of ss. 760.01-760.11  
15       and 509.092, the term:

16       (7) "Employee" includes an unpaid intern. An unpaid intern  
17       is a person who performs work for an employer under the  
18       following circumstances:

19       (a) The employer is not committed to hiring the intern at  
20       the conclusion of the intern's tenure.

21       (b) The employer and the intern agree that the intern is  
22       not entitled to wages for the work performed.

23       (c) The work performed:

24       1. Supplements training given in an educational environment  
25       that may enhance the employability of the intern.

26       2. Provides experience for the benefit of the intern.

27       3. Does not displace regular employees.

28       4. Is performed under the close supervision of existing  
29       staff.

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30       5. Provides no immediate advantage to the employer  
31 providing the training and may occasionally impede the  
32 operations of the employer.

33       Section 2. This act shall take effect July 1, 2015.