

By Senator Taddeo

40-00516C-22

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1 A bill to be entitled
2 An act relating to prohibited employer retaliation
3 related to COVID-19; creating s. 448.077, F.S.;
4 prohibiting an employer from taking retaliatory action
5 against an employee who takes a leave of absence to
6 quarantine after testing positive for COVID-19 and
7 provides proof of the positive test to the employer;
8 authorizing an employee to use sick leave for such
9 quarantine if sick leave is available to the employee;
10 defining the term "retaliatory action"; providing an
11 effective date.

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

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15 Section 1. Section 448.077, Florida Statutes, is created to
16 read:

17 448.077 Retaliation for quarantine related to COVID-19
18 positive test prohibited.—An employer may not take retaliatory
19 action against an employee for taking a leave of absence from
20 the workplace for up to 14 days to quarantine after testing
21 positive for COVID-19 if the employee provides proof of the
22 positive test to the employer. If sick leave is available to an
23 employee, the employee may use such leave for quarantining. For
24 the purposes of this section, the term "retaliatory action"
25 means an action such as dismissal, demotion, harassment,
26 blacklisting with other employers, reducing pay or work hours,
27 or taking away company housing.

28 Section 2. This act shall take effect upon becoming a law.