

26 wage.

27 (c)~~(b)~~ "Employer" means any person who is required under
 28 state or federal law to pay a state or federal minimum wage to
 29 the person's employees.

30 ~~(c) "Employer contracting to provide goods or services for
 31 the political subdivision" means a person contracting with the
 32 political subdivision to provide goods or services to, for the
 33 benefit of, or on behalf of, the political subdivision in
 34 exchange for valuable consideration, and includes a person
 35 leasing or subleasing real property owned by the political
 36 subdivision.~~

37 (d) "Employment benefits" means anything of value that an
 38 employee may receive from an employer in addition to wages and
 39 salary. The term includes, but is not limited to, health
 40 benefits; disability benefits; death benefits; group accidental
 41 death and dismemberment benefits; paid or unpaid days off for
 42 holidays, sick leave, vacation, and personal necessity;
 43 retirement benefits; and profit-sharing benefits.

44 (e) "Federal minimum wage" means a minimum wage required
 45 under federal law, including the federal Fair Labor Standards
 46 Act of 1938, as amended, 29 U.S.C. ss. 201 et seq.

47 (f) "Political subdivision" means a county, municipality,
 48 department, commission, district, board, or other public body,
 49 whether corporate or otherwise, created by or under state law.

50 (g) "Wage" means that compensation for employment to which

51 any state or federal minimum wage applies.

52 (h) "Wage mandate" means any requirement enacted by a
 53 political subdivision which requires an employer to pay any or
 54 all of its employees a wage rate not otherwise required under
 55 state or federal law.

56 (3)-(2) Except as otherwise provided in subsection (4) (3),
 57 a political subdivision may not enact, maintain establish,
 58 mandate, or enforce by charter, ordinance, purchase agreement,
 59 contract, regulation, rule, or resolution, either directly or
 60 indirectly, a wage mandate in an amount greater than the state
 61 minimum wage rate, calculated pursuant to s. 24, Art. X of the
 62 State Constitution, or the federal minimum wage rate. Any wage
 63 mandate that conflicts with this subsection is void.

64 Additionally, a political subdivision may not otherwise require
 65 an employer to pay a minimum wage, other than a state or federal
 66 minimum wage, to apply a state or federal minimum wage to wages
 67 exempt from a state or federal minimum wage, or require an
 68 employer to provide employment benefits not otherwise required
 69 by state or federal law.

70 (4)-(3) This section does not:

71 (a) Limit the authority of a political subdivision to
 72 enact, maintain, or enforce through a collective bargaining
 73 agreement or other means establish a minimum wage requirement
 74 other than a state or federal minimum wage or to provide
 75 employment benefits not otherwise required under state or

76 federal law:

77 1. For the employees of the political subdivision; or

78 ~~2. For the employees of an employer contracting to provide~~
 79 ~~goods or services for the political subdivision, or for the~~
 80 ~~employees of a subcontractor of such an employer, under the~~
 81 ~~terms of a contract with the political subdivision; or~~

82 2.3. For the employees of an employer receiving a direct
 83 tax abatement or subsidy from the political subdivision, as a
 84 condition of the direct tax abatement or subsidy.

85 (b) Apply to a domestic violence or sexual abuse
 86 ordinance, order, rule, or policy adopted by a political
 87 subdivision.

88 (c) Limit, restrict, or expand a prevailing wage required
 89 under state law.

90 (5)-(4) If it is determined by the officer or agency
 91 responsible for distributing federal funds to a political
 92 subdivision that compliance with this act would prevent receipt
 93 of those federal funds, or would otherwise be inconsistent with
 94 federal requirements pertaining to such funds, then this act
 95 does not apply, but only to the extent necessary to allow
 96 receipt of the federal funds or to eliminate the inconsistency
 97 with such federal requirements.

98 (6)-(5) This section does not prohibit a federally
 99 authorized and recognized tribal government from requiring
 100 employment benefits for a person employed within a territory

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101 | over which the tribe has jurisdiction.

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