By Senator Book

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28 to read:	26	defined in s. 382.002.
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29 <u>112.0445 Prohibited public employer activities related to</u>	28	to read:
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30	wages and salary
31	(1) For purposes of this section, the term:
32	(a) "Employee" has the same meaning as in s. 112.044(2)(c).
33	(b) "Employer" means the state or any county, municipality,
34	or special district or any subdivision or agency thereof.
35	(c) "Employment agency" has the same meaning as in s.
36	<u>112.044(2)(b).</u>
37	(2) An employer or employment agency may not:
38	(a) Seek, request, or require the wage or salary history
39	from a current, former, or prospective employee, orally or in
40	writing, as a condition of being interviewed, as a condition of
41	continuing to be considered for an offer of employment, or as a
42	condition of employment or promotion.
43	(b) Seek, request, or require the wage or salary history of
44	a current, former, or prospective employee, orally or in
45	writing, from a current or former employer except as provided in
46	subsection (4).
47	(c) Retaliate against or refuse to interview, hire,
48	promote, or otherwise employ a current, former, or prospective
49	employee:
50	1. Because the current, former, or prospective employee, in
51	accordance with this section, did not provide his or her wage or
52	salary history.
53	2. Because the current, former, or prospective employee
54	filed a complaint alleging a violation of this section.
55	(3) This section does not prevent a current, former, or
56	prospective employee from voluntarily disclosing his or her wage
57	or salary history, including, but not limited to, for the
58	purposes of negotiating wages or salary.

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59	(4) An employer or employment agency may confirm a wage or
60	salary history only if, at the time an offer of employment with
61	compensation is made, the prospective employee responds to the
62	offer by providing prior wage information to support a wage
63	higher than that offered by the employer.
64	Section 3. Section 448.112, Florida Statutes, is created to
65	read:
66	448.112 Prohibited employer activities related to wages and
67	salary
68	(1) An employer may not:
69	(a) Seek, request, or require the wage or salary history
70	from a current, former, or prospective employee, orally or in
71	writing, as a condition of being interviewed, as a condition of
72	continuing to be considered for an offer of employment, or as a
73	condition of employment or promotion.
74	(b) Seek, request, or require the wage or salary history of
75	a current, former, or prospective employee, orally or in
76	writing, from a current or former employer except as provided in
77	subsection (3).
78	(c) Retaliate against or refuse to interview, hire,
79	promote, or otherwise employ a current, former, or prospective
80	employee:
81	1. Because the current, former, or prospective employee, in
82	accordance with this section, did not provide his or her wage or
83	salary history.
84	2. Because the current, former, or prospective employee
85	filed a complaint alleging a violation of this section.
86	(2) This section does not prevent a current, former, or
87	prospective employee from voluntarily disclosing his or her wage
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88	or salary history, including, but not limited to, for the
89	purposes of negotiating wages or salary.
90	(3) An employer may confirm a wage or salary history only
91	if, at the time an offer of employment with compensation is
92	made, the prospective employee responds to the offer by
93	providing prior wage information to support a wage higher than
94	that offered by the employer.
95	Section 4. This act shall take effect July 1, 2023.