

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. CS/CS/HB 1219 (2025)

Amendment No. 1

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED	<u> </u>	(Y/N)
ADOPTED AS AMENDED	<u> </u>	(Y/N)
ADOPTED W/O OBJECTION	<u> </u>	(Y/N)
FAILED TO ADOPT	<u> </u>	(Y/N)
WITHDRAWN	<u> </u>	(Y/N)
OTHER	<u> </u>	

Committee/Subcommittee hearing bill: Commerce Committee
Representative Koster offered the following:

Amendment

Remove everything after the enacting clause and insert:

Section 1. Part I of chapter 542, Florida Statutes, consisting of ss. 542.15-542.36, Florida Statutes, is created and entitled the "Florida Antitrust Act of 1980."

Section 2. Part II of chapter 542, Florida Statutes, consisting of ss. 542.41-542.45, Florida Statutes, is created and entitled the "Florida Contracts Honoring Opportunity, Investment, Confidentiality, and Economic Growth (CHOICE) Act."

542.41 Short title.—This part may be cited as the "Florida Contracts Honoring Opportunity, Investment, Confidentiality, and Economic Growth (CHOICE) Act."

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17 542.42 Legislative findings.—The Legislature finds that a
18 proper and legitimate state interest is served by enforcing
19 strong legal protections in contracts between employers and
20 contracted personnel which encourage optimal levels of
21 information sharing and training and development. The
22 Legislature further finds that alternative means of protecting
23 confidential information and client relationships, such as
24 nondisclosure agreements, fixed-duration term contracts, and
25 nonsolicitation clauses in employment contracts, are inadequate
26 to protect against the significant global risks faced by
27 companies in this state. The Legislature further finds that
28 predictability in the enforcement of contracts described in this
29 part encourages investment in this state. Therefore, the
30 Legislature determines and declares that this part fulfills an
31 important state interest.

32 542.43 Definitions.—For the purposes of this part, the
33 term:

34 (1) "Annual mean wage of employees in Florida" or "annual
35 mean wage" means the most recent annual mean wage as calculated
36 by the United States Department of Labor Bureau of Labor
37 Statistics, or its successor calculation, for all occupations in
38 this state.

39 (2) "Benefit" means access to health insurance, life
40 insurance, or disability insurance that is the same as or
41 similar to the insurance that a covered employee had access to

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42 and at the same cost to that employee during the month before
43 the commencement of his or her notice period.

44 (3) "Covered employee" means an employee or individual
45 contractor who earns or is reasonably expected to earn a salary
46 greater than twice the annual mean wage. The term does not
47 include a person classified as a health care practitioner as
48 defined in s. 456.001(4).

49 (4) "Covered employer" means an entity or individual who
50 employs or engages a covered employee.

51 (5) "Covered garden leave agreement" means a written
52 agreement, or part of a written agreement, between a covered
53 employee and covered employer in which:

54 (a) The covered employee and covered employer agree to up
55 to, but no more than, 4 years of advance, express notice before
56 terminating the employment or contractor relationship;

57 (b) The covered employee agrees not to resign before the
58 end of such notice period; and

59 (c) The covered employer agrees to retain the covered
60 employee for the duration of such notice period and to continue
61 paying the covered employee the same salary and providing the
62 same benefits that the covered employee received from the
63 covered employer in the last month before the commencement of
64 the notice period. The covered employer is not obligated to
65 provide discretionary incentive compensation or benefits or have
66 the covered employee continue performing any work during the

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67 notice period.

68 (6) "Covered noncompete agreement" means a written
69 agreement, or a portion of a written agreement, between a
70 covered employee and a covered employer in which, for a period
71 not to exceed 4 years and within the geographic area defined in
72 the agreement, the covered employee agrees not to assume a role
73 with or for another business, entity, or individual:

74 (a) In which the covered employee would provide services
75 similar to the services provided to the covered employer during
76 the 3 years preceding the noncompete period; or

77 (b) In which it is reasonably likely the covered employee
78 would use the confidential information or customer relationships
79 of the covered employer.

80 (7) "Noncompete period" means the time from the covered
81 employee's termination of employment through the end of the
82 agreed-upon postemployment period of noncompetition as set forth
83 in the covered noncompete agreement.

84 (8) "Notice period" means the date from the covered
85 employee's or covered employer's written notice of intent to
86 terminate the covered employee's employment through the date of
87 termination as set forth in a covered garden leave agreement.

88 (9) "Primary place of work" means the location where the
89 covered employee spends more work time than any other single
90 workplace.

91 (10) "Salary" means the base compensation, calculated on

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an annualized basis, which a covered employer pays a covered employee, including a base wage, a salary, a professional fee, or other compensation for personal services, and the fair market value of any benefit other than cash. Salary does not include health care benefits, severance pay, retirement benefits, expense reimbursement, distribution of earnings and profits not included as compensation for personal services, discretionary incentives or awards, or anticipated but indeterminable compensation, including tips, bonuses, or commissions.

542.44 Covered garden leave agreement.—

(1) APPLICABILITY.—This section applies to:

(a) A covered garden leave agreement with a covered employee who maintains a primary place of work in this state, regardless of any applicable choice of law provisions; or

(b) A covered garden leave agreement with a covered employer whose principal place of business is in this state and which agreement is expressly governed by the laws of this state.

If any provision of this section is in conflict with any other law, the provisions of this section shall govern.

(2) RESTRAINT OF TRADE.—A covered garden leave agreement does not violate public policy as a restraint of trade, as described in s. 542.18, or an attempt to monopolize trade or commerce in this state, as described in s. 542.19, and is fully enforceable according to its terms, provided that:

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117 (a) A covered employee was advised, in writing, of the
118 right to seek counsel prior to execution of the covered garden
119 leave agreement and was provided notice as described in
120 subsection (3);

121 (b) A covered employee acknowledges, in writing, receipt
122 of confidential information or customer relationships; and

123 (c) The covered garden leave agreement provides that:

124 1. After the first 90 days of the notice period, the
125 covered employee does not have to provide services to the
126 covered employer;

127 2. The covered employee may engage in nonwork activities
128 at any time, including during normal business hours, during the
129 remainder of the notice period;

130 3. The covered employee may, with the permission of the
131 covered employer, work for another employer while still employed
132 by the covered employer during the remainder of the notice
133 period; and

134 4. The garden leave agreement notice period may be reduced
135 during the notice period if the covered employer provides at
136 least 30 days' advance notice in writing to the covered
137 employee.

138 (3) NOTICE.—

139 (a) A covered employer must provide a proposed covered
140 garden leave agreement to:

141 1. A prospective covered employee at least 7 days before

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an offer of employment expires; or

2. A current covered employee at least 7 days before the date that an offer to enter into a covered garden leave agreement expires.

(b) A covered employer may, as provided for in the covered garden leave agreement, shorten the term of the notice period at any time during the notice period by providing at least 30 days' advance notice in writing to the covered employee.

(4) OTHER AGREEMENTS.—This section does not affect or limit the enforceability of any other employment agreement or any other agreement.

(5) BREACH OF A COVERED GARDEN LEAVE AGREEMENT; REMEDIES.—

(a) Upon application by a covered employer seeking enforcement of a covered garden leave agreement, a court must preliminarily enjoin a covered employee from providing services to any business, entity, or individual other than the covered employer during the notice period. The court may modify or dissolve the injunction only if the covered employee establishes by clear and convincing evidence, based on nonconfidential information, that:

1. The covered employee will not perform, during the notice period, any work similar to the services provided to the covered employer during the 3-year period preceding the commencement of the notice period, or use confidential information or customer relationships of the covered employer;

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167 or

168 2. The covered employer has failed to pay or provide the
169 salary and benefits provided for in the covered garden leave
170 agreement during the notice period and has had a reasonable
171 opportunity to cure the failure.

172 (b) Upon application by a covered employer seeking
173 enforcement of a covered garden leave agreement, a court must
174 preliminarily enjoin a business, an entity, or an individual
175 from engaging a covered employee during the covered employee's
176 notice period. The court may modify or dissolve the injunction
177 only if the business, entity, or individual establishes by clear
178 and convincing evidence, based on nonconfidential information,
179 that:

180 1. The covered employee will not provide any services
181 similar to the services provided to the covered employer during
182 the 3-year period preceding the commencement of the notice
183 period, or use confidential information or customer
184 relationships of the covered employer; or

185 2. The business or individual seeking to employ or engage
186 the covered employee is not engaged in, and is not planning or
187 preparing to engage in, any business activity similar to that
188 engaged in by the covered employer during the notice period.

189
190 Any information filed with the court which the covered employer
191 deems to be confidential must be filed under seal to protect

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confidentiality or avoid substantial injury. A court must presume that an employee or individual contractor has access to confidential information or customer relationships if the employee or individual contractor acknowledges the access or receipt of such access in writing.

(c) The injunctive relief provided under this section is not an exclusive remedy, and a prevailing covered employer is entitled to recover all available monetary damages for all available claims.

(d) In any action to enforce this section, the prevailing party is entitled to reasonable attorney fees and costs.

(e) If the covered employee engages in gross misconduct against the covered employer, the covered employer may reduce the salary or benefits of the covered employee or take other appropriate action during the notice period, which reduction or other action may not be considered a breach of the covered garden leave agreement.

542.45 Covered noncompete agreements.—

(1) APPLICABILITY.—This section applies to:

(a) A covered noncompete agreement with a covered employee who maintains a primary place of work in this state, regardless of any applicable choice of law provisions; or

(b) A covered noncompete agreement with a covered employer whose principal place of business is in this state and which agreement is expressly governed by the laws of this state.

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In either case, if any provision of this section is in conflict with any other law, the provisions of this section govern.

(2) RESTRAINT OF TRADE.—A covered noncompete agreement does not violate public policy as a restraint of trade, as described in s. 542.18, or an attempt to monopolize trade or commerce in this state, as described in s. 542.19, and is fully enforceable according to its terms, provided that:

(a) A covered employee was advised, in writing, of the right to seek counsel prior to execution of the covered noncompete agreement and was provided notice as described in subsection (3);

(b) A covered employee acknowledges, in writing, that in the course of their employment they will receive confidential information or customer relationships; and

(c) A covered noncompete agreement provides that the noncompete period is reduced day-for-day by any nonworking portion of the notice period, pursuant to a covered garden leave agreement between the covered employee and the covered employer, if applicable.

(3) NOTICE.—A covered employer must provide a proposed covered noncompete agreement to:

(a) A prospective covered employee at least 7 days before an offer of employment expires; or

(b) A current covered employee at least 7 days before the

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242 date that an offer to enter into a covered noncompete agreement
243 expires.

244 (4) OTHER AGREEMENTS.—This section does not affect or
245 limit the enforceability of any other employment agreement or
246 any other agreement.

247 (5) BREACH OF COVERED NONCOMPETE AGREEMENT; REMEDIES.—

248 (a) Upon application by a covered employer seeking
249 enforcement of a covered noncompete agreement, a court must
250 preliminarily enjoin a covered employee from providing services
251 to any business, entity, or individual other than the covered
252 employer during the noncompete period. The court may modify or
253 dissolve the injunction only if the covered employee establishes
254 by clear and convincing evidence, based on nonconfidential
255 information, that:

256 1. The covered employee will not perform, during the
257 noncompete period, any work similar to the services provided to
258 the covered employer during the 3-year period preceding the
259 commencement of the noncompete period, or use confidential
260 information or customer relationships of the covered employer;

261 2. The covered employer has failed to pay or provide the
262 consideration provided for in the covered noncompete agreement
263 and has had a reasonable opportunity to cure the failure; or

264 3. The business or individual seeking to employ or engage
265 the covered employee is not engaged in, and is not planning or
266 preparing to engage in during the noncompete period business

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267 activity similar to that engaged in by the covered employer in
268 the geographic area specified in the noncompete agreement.

269 (b) Upon application by a covered employer seeking
270 enforcement of a covered noncompete agreement, a court must
271 preliminarily enjoin a business, an entity, or an individual
272 from engaging a covered employee during the covered employee's
273 noncompete period. The court may modify or dissolve the
274 injunction only if the business, entity, or individual
275 establishes by clear and convincing evidence, based on
276 nonconfidential information, that:

277 1. The covered employee will not provide any services
278 similar to the services provided to the covered employer during
279 the 3-year period preceding the commencement of the noncompete
280 period, or use confidential information or customer
281 relationships of the covered employer; or

282 2. The business or individual seeking to employ or engage
283 the covered employee is not engaged in, and is not planning or
284 preparing to engage in during the noncompete period business
285 activity similar to that engaged in by the covered employer in
286 the geographic area specified in the noncompete agreement.

287
288 Any information filed with the court which the covered employer
289 deems to be confidential must be filed under seal to protect
290 confidentiality or avoid substantial injury. A court must
291 presume that an employee or individual contractor has access to

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confidential information or customer relationships if the
employee or individual contractor acknowledges the access or
receipt of such access in writing.

(c) The injunctive relief provided in this section is not
an exclusive remedy, and a prevailing covered employer is
entitled to recover all available monetary damages for all
available claims.

(d) In any action to enforce this section, the prevailing
party is entitled to reasonable attorney fees and costs.

(e) If the covered employee engages in gross misconduct
against the covered employer, the covered employer may reduce
the salary or benefits of the covered employee or take other
appropriate action during the noncompete period, which reduction
or other action may not be considered a breach of the covered
noncompete agreement.

Any action regarding a restrictive covenant that does not meet
the definition of a covered garden leave agreement or a covered
noncompete agreement as provided in this part is governed by s.
542.335.

**Section 3. Section 542.15, Florida Statutes, is amended to
read:**

542.15 Short title.—This part ~~act~~ shall be known and may
be cited as the "Florida Antitrust Act of 1980."

Section 4. Section 542.16, Florida Statutes, is amended to

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317 **read:**

318 542.16 Purpose.—The Legislature declares it to be the
319 purpose of this part ~~act~~ to complement the body of federal law
320 prohibiting restraints of trade or commerce in order to foster
321 effective competition. It is the intent of the Legislature that
322 this part ~~act~~ be liberally construed to accomplish its
323 beneficial purpose.

324 **Section 5. Section 542.17, Florida Statutes, is amended to**
325 **read:**

326 542.17 Definitions.—Unless a different meaning is clearly
327 indicated by the context, for the purposes of this part ~~chapter~~,
328 the terms defined in this section have the following meanings
329 ascribed to them:

330 (1) "Commodity" means any goods, merchandise, wares,
331 produce, chose in action, land, article of commerce, or other
332 tangible or intangible property, real, personal, or mixed, for
333 use, consumption, production, enjoyment, or resale.

334 (2) "Service" means any kind of activity performed in
335 whole or in part for economic benefit.

336 (3) "Person" means any individual, corporation, firm,
337 partnership, limited partnership, incorporated or unincorporated
338 association, professional association, or other legal,
339 commercial, or governmental entity, including the State of
340 Florida, its departments, agencies, political subdivisions, and
341 units of government.

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(4) "Trade or commerce" means any economic activity of any type whatsoever involving any commodity or service whatsoever.

(5) "Document" means any stored or retained data or information in whatever form.

(6) "Attorney General" includes not only the Attorney General of Florida but also any designee of the Attorney General or any assistant attorney general or special assistant attorney general.

(7) "State attorney" includes not only the state attorneys of Florida but also any designee of a state attorney or any assistant state attorney or special assistant state attorney.

(8) "Local government" means a municipality, county, school district, or any other general-function or special-function governmental unit established by the laws of the state.

Section 6. Section 542.20, Florida Statutes, is amended to read:

542.20 Exemptions.—Any activity or conduct exempt under Florida statutory or common law or exempt from the provisions of the antitrust laws of the United States is exempt from the provisions of this part ~~chapter~~.

Section 7. Subsection (1) of section 542.22, Florida Statutes, is amended to read:

542.22 Suits for damages.—

(1) Any person who shall be injured in her or his business or property by reason of any violation of s. 542.18 or s. 542.19

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may sue therefor in the circuit courts of this state and shall recover threefold the damages by her or him sustained, and the cost of suit, including a reasonable attorney's fee. The court shall award a reasonable attorney's fee to a defendant prevailing in any action under this part ~~chapter~~ for damages or equitable relief in which the court finds there was a complete absence of a justiciable issue of either law or fact raised by the plaintiff.

Section 8. Section 542.23, Florida Statutes, is amended to read:

542.23 Equitable remedies.—In addition to other remedies provided by this part ~~chapter~~, any person shall be entitled to sue for and have injunctive or other equitable relief in the circuit courts of this state against threatened loss or damage by a violation of this part ~~chapter~~. In any action under this section in which the plaintiff substantially prevails, the court shall award the cost of suit, including a reasonable attorney's fee, to the plaintiff.

Section 9. Subsection (4) of section 542.235, Florida Statutes, is amended to read:

542.235 Limitations of actions and penalties against local governments and their officials and employees.—

(4) No criminal action shall be maintained pursuant to s. 542.21(2), and no civil penalties, damages, interest on damages, costs, or attorneys' fees shall be recovered pursuant to s.

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542.21(1) or s. 542.22, against any local government official or employee for official conduct within the scope of her or his lawful authority, unless the official or employee has violated the provisions of this part ~~chapter~~ for the purpose of deriving personal financial or professional gain or for the professional or financial gain of her or his immediate family or of any principal by whom the official is retained.

Section 10. Section 542.24, Florida Statutes, is amended to read:

542.24 Consent decrees and settlement agreements.—In a civil action maintained under this part ~~chapter~~ by the Attorney General or a state attorney, any party to such action may petition the court for entry of a consent decree or for approval of a settlement agreement. The proposed decree or agreement shall set out the alleged violations, the future obligations of the parties, the damages or other relief agreed upon, and the reasons for entering into the consent decree or settlement agreement.

Section 11. Section 542.25, Florida Statutes, is amended to read:

542.25 Judgment in favor of state as prima facie evidence.—A final judgment or decree entered in any civil or criminal proceeding brought by the Attorney General or a state attorney under s. 542.21 or s. 542.23 to the effect that a defendant has violated s. 542.18 or s. 542.19, or entered in any

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civil or criminal proceeding brought by the United States Department of Justice under comparable federal laws, shall be prima facie evidence against such defendant in any civil action or proceeding under this part ~~chapter~~ brought by any other person against such defendant as to all matters with respect to which such judgment or decree would be an estoppel as between the parties thereto; however, this section does not apply to a consent judgment or decree entered before any testimony has been taken. Nothing contained in this section shall be construed to impose any limitation on the application of collateral estoppel.

Section 12. Subsection (2) of section 542.26, Florida Statutes, is amended to read:

542.26 Limitation of actions.—

(2) Whenever any civil or criminal proceeding is instituted by the Attorney General or a state attorney to prevent, restrain, or punish any violation of this part ~~chapter~~, the running of the statute of limitations, with respect to every private right of action arising under this part ~~chapter~~ and based in whole or in part on any matter complained of in said proceeding, shall be suspended during the pendency thereof and for 1 year thereafter. Whenever the running of the statute of limitations in respect of a cause of action arising under s. 542.22(1) is suspended hereunder, any action to enforce such cause of action shall be forever barred unless commenced either within the period of suspension or within the period of

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442 limitation.

443 **Section 13. Section 542.27, Florida Statutes, is amended**
444 **to read:**

445 542.27 Enforcement authority.—

446 (1) The Attorney General, or a state attorney with written
447 permission from the Attorney General, acting jointly or
448 independently, may commence and try all criminal prosecutions
449 under this part ~~chapter~~. Criminal prosecutions under this part
450 ~~chapter~~ shall be commenced by indictment. With respect to
451 commencement and trial of such prosecutions, the Attorney
452 General or a state attorney shall have all the powers and duties
453 vested by law with respect to criminal prosecutions generally.
454 Incident to any investigation commenced under this part ~~chapter~~,
455 the Attorney General may participate in and appear before a
456 grand jury in assistance of any state attorney, irrespective of
457 the provisions of chapter 905.

458 (2) The Attorney General is authorized to institute or
459 intervene in civil proceedings seeking the full range of relief
460 afforded by this part ~~chapter~~ or by federal laws pertaining to
461 antitrust or restraints of trade on behalf of the state, its
462 departments, agencies, and units of government. In addition, the
463 Attorney General, as chief state legal officer, may institute
464 any action authorized under this part ~~chapter~~, federal laws
465 pertaining to antitrust or restraints of trade, or similar laws
466 of other states on behalf of natural persons in the state.

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(3) Whenever the Attorney General, by her or his own inquiry or as a result of a complaint, suspects that a violation of this part ~~chapter~~ or federal laws pertaining to restraints of trade is imminent, occurring, or has occurred, the Attorney General may investigate such suspected violation.

Section 14. Paragraph (b) of subsection (2), paragraph (b) of subsection (3), and subsections (5) and (13) of section 542.28, Florida Statutes, are amended to read:

542.28 Civil investigative demand.—

(2) The demand shall:

(b) State the nature of the conduct which constitutes the violation of this part ~~chapter~~ or of the federal antitrust laws and which is alleged to have occurred or to be imminent.

(3) No such demand shall require the production of any documentary material, the submission of any answers to written interrogatories, or the giving of any oral testimony if such material, answers, or testimony would be protected from disclosure under:

(b) The standards applicable to a discovery request under the Florida Rules of Civil Procedure, to the extent that the application of such standards to any such demand is appropriate and consistent with the provisions and purposes of this part ~~chapter~~.

(5) Within 30 days after the service of an investigative demand upon any person or at any time before the return date

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specified therein, whichever period is longer, the person served may file in the circuit court in and for the county in which the person resides or transacts business, and serve upon the Attorney General or state attorney, a petition for an order of the court modifying or setting aside the demand. The time allowed for compliance in whole or in part with the demand as deemed proper and ordered by the court shall not run while the petition is pending before the court. The petition shall specify each ground upon which the petitioner relies in seeking relief and may be based upon the failure of the demand to comply with the provisions of this part ~~chapter~~ or upon any constitutional or other legal right or privilege of such person.

(13) Nothing contained in this section shall impair the authority of the Attorney General or state attorney to:

- (a) Institute a civil proceeding under s. 542.22;
- (b) Lay before a grand jury of this state evidence concerning a violation of this part ~~chapter~~;
- (c) Invoke the power of a court to compel the production of evidence before a grand jury; or
- (d) File a civil complaint or criminal indictment alleging a violation of this part ~~chapter~~.

Section 15. Section 542.29, Florida Statutes, is amended to read:

542.29 Duty of public officers.—In any investigation and in any criminal or civil action commenced pursuant to this part

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~~chapter~~, it shall be the duty of all public officers and their deputies, assistants, clerks, subordinates, or employees to render and furnish to the Attorney General or a state attorney, when so requested, assistance and all information available in their official capacity.

Section 16. Section 542.30, Florida Statutes, is amended to read:

542.30 Jurisdiction and venue.—Without regard to the amount in controversy, a suit or proceeding brought under this part ~~chapter~~ shall be brought in the circuit court in and for any county in which the cause of action arose; in which any defendant resides, is found, or has an agent; or in which any act in furtherance of the conduct prohibited by this part ~~chapter~~ occurred.

Section 17. Section 542.31, Florida Statutes, is amended to read:

542.31 Action not barred as affecting or involving interstate or foreign commerce.—No action under this part ~~chapter~~ shall be barred on the grounds that the activity or conduct complained of in any way affects or involves interstate or foreign commerce. It is the intent of the Legislature to exercise its powers to the fullest extent consistent with the Constitutions of this state and the United States.

Section 18. Section 542.32, Florida Statutes, is amended to read:

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542 542.32 Rule of construction and coverage.—It is the intent
543 of the Legislature that, in construing this part ~~chapter~~, due
544 consideration and great weight be given to the interpretations
545 of the federal courts relating to comparable federal antitrust
546 statutes. In particular, the failure to include in this part
547 ~~chapter~~ the substantive provisions of s. 3 of the Clayton Act,
548 15 U.S.C. s. 14, shall not be deemed in any way to limit the
549 scope of s. 542.18 or s. 542.19.

550 **Section 19. Subsection (1) of section 542.33, Florida**
551 **Statutes, is amended to read:**

552 542.33 Contracts in restraint of trade valid.—

553 (1) Notwithstanding other provisions of this part ~~chapter~~
554 to the contrary, each contract by which any person is restrained
555 from exercising a lawful profession, trade, or business of any
556 kind, as provided by subsections (2) and (3) hereof, is to that
557 extent valid, and all other contracts in restraint of trade are
558 void.

559 **Section 20. Section 542.35, Florida Statutes, is amended**
560 **to read:**

561 542.35 Remedies cumulative.—The remedies provided by this
562 part ~~act~~ are cumulative of each other and of existing powers and
563 remedies inherent in the courts.

564 **Section 21. Section 542.36, Florida Statutes, is amended**
565 **to read:**

566 542.36 Continuing violations.—Violations commenced prior

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567 to October 1, 1980, ~~the effective date of this act~~ and
568 continuing after the effective date shall be actionable as
569 provided in this part ~~chapter~~. The fact that any conduct
570 occurred prior to October 1, 1980, ~~the effective date of this~~
571 ~~act~~ shall not affect its relevance in proving that a violation
572 of this part ~~chapter~~ has occurred or is occurring.

573 **Section 22.** This act shall take effect July 1, 2025.