

1                   A bill to be entitled  
 2           An act relating to the Labor Pool Act; repealing ss.  
 3           448.20, 448.21, 448.22, 448.23, 448.24, 448.25, and  
 4           448.26, F.S., relating to short title; legislative  
 5           intent; definitions; exclusions; duties and rights;  
 6           remedies, damages, and costs; and application,  
 7           respectively; amending ss. 443.101 and 448.111, F.S.;  
 8           conforming provisions to changes made by the act;  
 9           providing an effective date.

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

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 13           **Section 1.** Sections 448.20, 448.21, 448.22, 448.23,  
 14 448.24, 448.25, and 448.26, Florida Statutes, are repealed.

15           **Section 2. Subsection (10) of section 443.101, Florida**  
 16 **Statutes, is amended to read:**

17           443.101 Disqualification for benefits.—An individual shall  
 18 be disqualified for benefits:

19           (10) Subject to the requirements of this subsection, if  
 20 the claim is made based on the loss of employment as a leased  
 21 employee for an employee leasing company or as a temporary  
 22 employee for a temporary help firm.

23           (a) As used in this subsection, the term:

24           1. "Temporary help firm" means a firm that hires its own  
 25 employees and assigns them to clients to support or supplement

26 | the client's workforce in work situations such as employee  
27 | absences, temporary skill shortages, seasonal workloads, and  
28 | special assignments and projects, ~~and includes a labor pool as~~  
29 | ~~defined in s. 448.22.~~ The term also includes a firm created by  
30 | an entity licensed under s. 125.012(6), which hires employees  
31 | assigned by a union for the purpose of supplementing or  
32 | supporting the workforce of the temporary help firm's clients.  
33 | The term does not include employee leasing companies regulated  
34 | under part XI of chapter 468.

35 |       2. "Temporary employee" means an employee assigned to work  
36 | for the clients of a temporary help firm. ~~The term also includes~~  
37 | ~~a day laborer performing day labor, as defined in s. 448.22, who~~  
38 | ~~is employed by a labor pool as defined in s. 448.22.~~

39 |       3. "Leased employee" means an employee assigned to work  
40 | for the clients of an employee leasing company regulated under  
41 | part XI of chapter 468.

42 |       (b) A temporary or leased employee is deemed to have  
43 | voluntarily quit employment and is disqualified for benefits  
44 | under subparagraph (1)(a)1. if, upon conclusion of his or her  
45 | latest assignment, the temporary or leased employee, without  
46 | good cause, failed to contact the temporary help or employee-  
47 | leasing firm for reassignment, if the employer advised the  
48 | temporary or leased employee at the time of hire and that the  
49 | leased employee is notified also at the time of separation that  
50 | he or she must report for reassignment upon conclusion of each

51 assignment, regardless of the duration of the assignment, and  
52 that reemployment assistance benefits may be denied for failure  
53 to report. ~~For purposes of this section, the time of hire for a~~  
54 ~~day laborer is upon his or her acceptance of the first~~  
55 ~~assignment following completion of an employment application~~  
56 ~~with the labor pool. The labor pool as defined in s. 448.22(1)~~  
57 ~~must provide notice to the temporary employee upon conclusion of~~  
58 ~~the latest assignment that work is available the next business~~  
59 ~~day and that the temporary employee must report for reassignment~~  
60 ~~the next business day. The notice must be given by means of a~~  
61 ~~notice printed on the paycheck, written notice included in the~~  
62 ~~pay envelope, or other written notification at the conclusion of~~  
63 ~~the current assignment.~~

64 **Section 3. Subsection (2) of section 448.111, Florida**  
65 **Statutes, is amended to read:**

66 448.111 Evidentiary standards for actions of a business  
67 during an emergency.—

68 (2) Notwithstanding any other law, the following actions  
69 of a business, if taken during a public health emergency  
70 declared by the State Health Officer under s. 381.00315 or a  
71 state of emergency declared by the Governor under s. 252.36, may  
72 not be used as evidence in a civil cause of action brought under  
73 s. 440.10, s. 440.192, s. 440.38, s. 440.381, s. 448.103, s.  
74 448.110, ~~s. 448.25~~, chapter 532, or s. 717.115, or in a civil  
75 cause of action, as provided for under general law, to recover

76 | lost wages, salary, employment benefits, or other compensation,  
77 | because an individual has not been properly classified as an  
78 | employee:

79 |       (a) Providing financial assistance to previously engaged  
80 | individuals who are unable to work because of health and safety  
81 | concerns.

82 |       (b) Directly providing benefits that are related to the  
83 | health and safety of engaged individuals, including medical or  
84 | cleaning supplies, personal protective equipment, health checks,  
85 | or medical testing.

86 |       (c) Providing training or information related to the  
87 | health and safety of engaged individuals or the public.

88 |       (d) Taking any action, including action required or  
89 | suggested by any federal, state, or local law, ordinance, order,  
90 | or directive which is intended to protect public health and  
91 | safety.

92 |       **Section 4.** This act shall take effect July 1, 2025.