

HB 1287

2026

1 A bill to be entitled
2 An act relating to the Labor Pool Act; amending s.
3 448.24, F.S.; prohibiting a labor pool from charging a
4 certain fee to a third-party user if such user
5 directly employs a laborer for work; requiring a labor
6 pool to register annually with the Department of
7 Commerce; authorizing the department to adopt rules;
8 amending s. 448.25, F.S.; revising the remedies,
9 damages, and costs a court may award the prevailing
10 party in certain actions; providing an effective date.

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

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14 **Section 1. Subsection (6) of section 448.24, Florida**
15 **Statutes, is amended, and subsection (8) is added to that**
16 **section, to read:**

17 448.24 Duties and rights.—

18 (6) A ~~No~~ labor pool may not ~~shall~~ restrict the right of a
19 day laborer to accept a permanent position with a third-party
20 user to whom the laborer is referred for temporary work, or to
21 restrict the right of such a third-party user to offer such
22 employment to an employee of the labor pool. If a third-party
23 user directly employs a laborer for work, a labor pool may not
24 charge the third-party user a placement fee ~~However, nothing~~
25 ~~shall restrict the labor pool from receiving a reasonable~~

26 ~~placement fee from the third-party user.~~

27 (8) A labor pool that is located, operates, or transacts
28 business in this state shall register annually with the
29 Department of Commerce. The department may adopt rules to
30 implement this subsection.

31 **Section 2. Subsection (4) is added to section 448.25,**
32 **Florida Statutes, to read:**

33 448.25 Remedies; damages; costs.—

34 (4) In addition to any damages awarded for an action
35 brought pursuant to this section, the court shall award
36 reasonable attorney fees and costs to the prevailing party.

37 **Section 3.** This act shall take effect July 1, 2026.