

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 1387 (2026)

Amendment No.

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED \_\_\_\_\_ (Y/N)

ADOPTED AS AMENDED \_\_\_\_\_ (Y/N)

ADOPTED W/O OBJECTION \_\_\_\_\_ (Y/N)

FAILED TO ADOPT \_\_\_\_\_ (Y/N)

WITHDRAWN \_\_\_\_\_ (Y/N)

OTHER

Committee/Subcommittee hearing bill: Housing, Agriculture &  
Tourism Subcommittee

Representative Overdorf offered the following:

**Amendment (with title amendment)**

Remove everything after the enacting clause and insert:

**Section 1.** This act may be cited as the "Taxpayer Dollars  
Protect Workers Act."

**Section 2. Section 288.0615, Florida Statutes, is created  
to read:**

288.0615 Employee protections in economic development  
contracts.-

(1) As used in this section, the term:

(a) "Contract" means an agreement:

1. Between an employer and the state; or

2. Between an employer and a labor organization.

419727 - h1387-Strike.docx

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Amendment No.

17        (b) "Economic development incentive" means a state grant,  
18 authorized under this chapter for the purposes of economic  
19 development, provided to an employer to attract or retain the  
20 employer's physical presence in this state.

21        (c) "Employee" means an individual who performs services  
22 for an employer for wages that are subject to withholding  
23 requirements under 26 U.S.C. s. 3402.

24        (d) "Employer" means a business entity that voluntarily  
25 pursues economic development incentives authorized under this  
26 section or enters into an agreement with the department for the  
27 purpose of receiving those incentives.

28        (e) "Labor organization" means any organization of any  
29 kind, or any agency or employee representation committee or  
30 plan, in which employees participate and which exists for the  
31 purpose, in whole or in part, of dealing with employers  
32 concerning grievances, labor disputes, wages, hours of  
33 employment, or conditions of work.

34        (f) "Neutrality agreement" means an agreement signed with  
35 a labor organization wherein the employer agrees to conditions  
36 including, but not limited to, not speaking to employees about  
37 labor organization issues.

38        (g) "Personal contact information" means an employee's  
39 home address, home or personal cellular telephone number, or  
40 personal e-mail address.

41        (h) "Secret ballot election" means a process conducted by

Amendment No.

42 the National Labor Relations Board in which an employee casts a  
43 secret ballot for or against labor organization representation.

44 (i) "Subcontractor" means a person or entity that has  
45 contracted with an employer to perform work or provide services.

46 (2) (a) To be eligible for an economic development  
47 incentive, an employer must sign an agreement with the  
48 department stating that it will not do any of the following:

49 1. Grant union recognition rights for employees solely on  
50 the basis of signed labor organization authorization cards if  
51 the selection of a bargaining representative may instead be  
52 conducted through a secret ballot election conducted by the  
53 National Labor Relations Board.

54 2. Voluntarily disclose an employee's personal contact  
55 information to a labor organization, or a third party acting on  
56 behalf of a labor organization, without the employee's written  
57 consent, unless otherwise required by state or federal law.

58 3. Sign a neutrality agreement with a labor organization.

59 4. Require a subcontractor performing work for or  
60 providing services to the employer to engage in activities  
61 prohibited in this paragraph.

62 (b) The prohibitions in paragraph (a) apply to any work or  
63 service provided to the employer on the project for which the  
64 economic development incentive is awarded.

65 (3) (a) A person or an entity may report, based upon a  
66 reasonable belief, a violation of paragraph (2) (a) to the

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Published On: 2/4/2026 3:46:38 PM

Amendment No.

67 Attorney General, provided that such report is made during the  
68 term of the separate agreement entered into by the department  
69 and the employer in subsection (4).

70 (b) Upon receiving the report, the Attorney General shall  
71 determine whether a violation has occurred. The Attorney General  
72 shall request from the employer a copy of the written agreement  
73 signed pursuant to paragraph (2) (a). If the employer refuses to  
74 provide the Attorney General with the written agreement, the  
75 employer is in violation of the agreement entered into between  
76 the employer and the department. The Attorney General must  
77 deliver in writing his or her findings to the employer alleged  
78 to be in violation within 60 days. If the Attorney General finds  
79 that an employer has violated the written agreement signed  
80 pursuant to paragraph (2) (a), he or she shall initiate  
81 proceedings to recover funds awarded to the employer. The  
82 Attorney General's findings are final.

83 (4) Notwithstanding any other law to the contrary, before  
84 contracting to award an economic development incentive, the  
85 department must execute a separate written agreement with the  
86 recipient of the economic development incentive which reserves  
87 the right of the department to recover the amount of money,  
88 grants, funds, or other incentives disbursed by the department  
89 if the recipient benefiting from such money, grants, funds, or  
90 other incentives fails to comply with this section. This  
91 agreement is effective for either:

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Published On: 2/4/2026 3:46:38 PM

Amendment No.

92        (a) The duration of the project, to be determined by the  
93        department, for an economic development incentive award of less  
94        than \$5 million; or

95        (b) No longer than 5 years, for an economic development  
96        incentive award of \$5 million or more.

97        (5) This section does not apply to:

98        (a) A contract between the state and an employer executed  
99        before July 1, 2026; or

100       (b) A contract between an employer and a labor  
101       organization executed before July 1, 2026.

102       **Section 2.** This act shall take effect July 1, 2026.

103  
104       -----

105                    **T I T L E   A M E N D M E N T**

106       Remove lines 4-15 and insert:

107       s. 288.0615, F.S.; defining terms; requiring an  
108       employer to sign an agreement with the department  
109       before becoming eligible for an economic development  
110       incentive; specifying the provisions of the agreement;  
111       providing applicability; authorizing persons and  
112       entities to report a suspected violation to the  
113       Attorney General within a specified timeframe;  
114       requiring the Attorney General to determine whether a  
115       violation has occurred; requiring the Attorney General  
116       to request certain information from the employer

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Amendment No.

117 |       alleged to be in violation; providing that refusal of  
118 |       such employer to provide such information is in  
119 |       violation of the agreement; requiring the Attorney  
120 |       General to deliver his or her findings to such  
121 |       employer within a specified timeframe; requiring the  
122 |       Attorney General to initiate proceedings to recover  
123 |       funds awarded to the employer if the employer is found  
124 |       to have violated the agreement; providing that the  
125 |       Attorney General's findings are final; requiring the  
126 |       department to execute a separate written agreement  
127 |       with the recipient of the economic development  
128 |       incentive before the department awards the incentive;  
129 |       specifying the contents of the separate agreement;  
130 |       providing the effective periods of the separate  
131 |       agreement; providing applicability; providing an  
132 |       effective date.  
133 |