

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WITHDRAWN _____ (Y/N)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

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

3 Representative Overdorf offered the following:

5 **Amendment (with title amendment)**

6 Remove everything after the enacting clause and insert:

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

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

11 **288.0615 Employee protections in economic development**
12 **contracts.-**

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

14 **(a) "Contract" means an agreement:**

15 **1. Between an employer and the state; or**

16 **2. Between an employer and a labor organization.**

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COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 1387 (2026)

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

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 1387 (2026)

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

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:

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 1387 (2026)

Amendment No.

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

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

(5) This section does not apply to:

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

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

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

TITLE AMENDMENT

Remove lines 4-15 and insert:

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

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 1387 (2026)

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