

CS/HB 1387

2026

A bill to be entitled  
An act relating to state economic development contracts; providing a short title; creating s. 288.0615, F.S.; defining terms; requiring an employer to sign an agreement with the Department of Commerce 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 alleged to be in violation; providing that refusal of such employer to provide such information is in violation of the agreement; requiring the Attorney General to deliver his or her findings to such employer within a specified timeframe; requiring the Attorney General to initiate proceedings to recover funds awarded to the employer if the employer is found to have violated the agreement; providing that the Attorney General's findings are final; requiring the department to execute a separate written agreement with the recipient of the economic development incentive before the department awards the incentive;

26 specifying the contents of the separate agreement;  
27 providing the effective periods of the separate  
28 agreement; providing applicability; providing an  
29 effective date.

30

31 WHEREAS, the state has the right to set terms and  
32 conditions in connection with the awarding of economic  
33 development incentives as part of its economic development  
34 policy, and

35 WHEREAS, the state seeks to play an integral role in the  
36 formulation of economic opportunities, conditions of grants, and  
37 general management of compliance with such awards for moneys,  
38 and

39 WHEREAS, the state may, as part of awarding economic  
40 development incentives, oversee compliance with land use  
41 regulations, including management of the subdivision of  
42 property, offer and provide water and wastewater services,  
43 require fire protection systems and mechanical systems for  
44 buildings and structures, approve capital grants, and ensure  
45 such moneys are approved by the Department of Commerce, and

46 WHEREAS, the state may, as part of awarding economic  
47 development incentives, also require a private business to hire  
48 a certain number of new full-time employees, require a specific  
49 amount of company investment, and ensure workers obtain certain  
50 skills and knowledge, and

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51        WHEREAS, the state has a vested interest in seeking to  
52 advance and preserve its own interest in projects receiving  
53 economic development incentives as a financer of projects  
54 contributing to the state's overall economic health, and

55        WHEREAS, it is the intent of the Legislature, as part of  
56 its economic development policy, that whenever state funds or  
57 benefits are sought by a private business that such benefits are  
58 conditioned on the private business agreeing not to waive its  
59 employees' right to a secret ballot election when recognizing a  
60 labor organization as a bargaining unit, or requiring  
61 subcontractors to waive their employees' right to a secret  
62 ballot election, and

63        WHEREAS, it is the intent of the Legislature that whenever  
64 state funds or benefits are provided or awarded to a private  
65 business, the private business working on a project receiving  
66 state funds or benefits, may not voluntarily disclose employee  
67 personal contact information to a labor organization without an  
68 employee's prior consent, waive their right to speak to their  
69 employees, or require subcontractors to voluntarily disclose  
70 employee personal contact information to a labor organization  
71 without an employee's prior consent or waive the subcontractor's  
72 right to speak to the subcontractor's employees, NOW, THEREFORE,

73  
74        Be It Enacted by the Legislature of the State of Florida:

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

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

80       288.0615 Employee protections in economic development  
81 contracts.-

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

83       (a) "Contract" means an agreement:

84       1. Between an employer and the state; or

85       2. Between an employer and a labor organization.

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

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

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

97       (e) "Labor organization" means any organization of any  
98 kind, or any agency or employee representation committee or  
99 plan, in which employees participate and which exists for the  
100 purpose, in whole or in part, of dealing with employers

101 concerning grievances, labor disputes, wages, hours of  
102 employment, or conditions of work.

103 (f) "Neutrality agreement" means an agreement signed with  
104 a labor organization wherein the employer agrees to conditions  
105 including, but not limited to, not speaking to employees about  
106 labor organization issues.

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

110 (h) "Secret ballot election" means a process conducted by  
111 the National Labor Relations Board in which an employee casts a  
112 secret ballot for or against labor organization representation.

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

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

118 1. Grant union recognition rights for employees solely on  
119 the basis of signed labor organization authorization cards if  
120 the selection of a bargaining representative may instead be  
121 conducted through a secret ballot election conducted by the  
122 National Labor Relations Board.

123 2. Voluntarily disclose an employee's personal contact  
124 information to a labor organization, or a third party acting on  
125 behalf of a labor organization, without the employee's written

126 consent, unless otherwise required by state or federal law.

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

128 4. Require a subcontractor performing work for or

129 providing services to the employer to engage in activities

130 prohibited in this paragraph.

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

134 (3) (a) A person or an entity may report, based upon a  
135 reasonable belief, a violation of paragraph (2) (a) to the  
136 Attorney General, provided that such report is made during the  
137 term of the separate agreement entered into by the department  
138 and the employer in subsection (4).

139 (b) Upon receiving the report, the Attorney General shall  
140 determine whether a violation has occurred. The Attorney General  
141 shall request from the employer a copy of the written agreement  
142 signed pursuant to paragraph (2) (a). If the employer refuses to  
143 provide the Attorney General with the written agreement, the  
144 employer is in violation of the agreement entered into between  
145 the employer and the department. The Attorney General must  
146 deliver in writing his or her findings to the employer alleged  
147 to be in violation within 60 days. If the Attorney General finds  
148 that an employer has violated the written agreement signed  
149 pursuant to paragraph (2) (a), he or she shall initiate  
150 proceedings to recover funds awarded to the employer. The

151     Attorney General's findings are final.

152         (4) Notwithstanding any other law to the contrary, before  
153 contracting to award an economic development incentive, the  
154 department must execute a separate written agreement with the  
155 recipient of the economic development incentive which reserves  
156 the right of the department to recover the amount of money,  
157 grants, funds, or other incentives disbursed by the department  
158 if the recipient benefiting from such money, grants, funds, or  
159 other incentives fails to comply with this section. This  
160 agreement is effective for either:

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

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

166         (5) This section does not apply to:

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

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

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