

1                   A bill to be entitled  
2           An act relating to state economic development  
3           contracts; providing a short title; creating s.  
4           288.0615, F.S.; defining terms; requiring an employer  
5           to sign an agreement with the Department of Commerce  
6           before becoming eligible for an economic development  
7           incentive; specifying the provisions of the agreement;  
8           providing applicability; authorizing persons and  
9           entities to report a suspected violation to the  
10          department within a specified timeframe; requiring the  
11          department to determine whether a violation has  
12          occurred; requiring the department to deliver written  
13          notice to the Attorney General under certain  
14          circumstances; requiring the Attorney General to  
15          request certain information from the employer alleged  
16          to be in violation; requiring the Attorney General to  
17          initiate proceedings to recover funds awarded to the  
18          employer if the employer is found to have violated the  
19          agreement; providing that the department's findings  
20          are final; requiring the department to execute a  
21          separate written agreement with the recipient of the  
22          economic development incentive before the department  
23          awards the incentive; specifying the contents of the  
24          separate agreement; providing the effective periods of  
25          the separate agreement; providing applicability;

26 providing an effective date.

27

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

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

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

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

48 WHEREAS, the state has a vested interest in seeking to  
49 advance and preserve its own interest in projects receiving  
50 economic development incentives as a financier of projects

51 contributing to the state's overall economic health, and  
 52 WHEREAS, it is the intent of the Legislature, as part of  
 53 its economic development policy, that whenever state funds or  
 54 benefits are sought by a private business that such benefits are  
 55 conditioned on the private business agreeing not to waive its  
 56 employees' right to a secret ballot election when recognizing a  
 57 labor organization as a bargaining unit, and

58 WHEREAS, it is the intent of the Legislature that whenever  
 59 state funds or benefits are provided or awarded to a private  
 60 business, the private business working on a project receiving  
 61 state funds or benefits may not voluntarily disclose employee  
 62 personal contact information to a labor organization without an  
 63 employee's prior consent or waive its right to speak to its  
 64 employees, NOW, THEREFORE,

65  
 66 Be It Enacted by the Legislature of the State of Florida:

67  
 68 **Section 1.** This act may be cited as the "Taxpayer Dollars  
 69 Protect Workers Act."

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

72 288.0615 Employee protections in economic development  
 73 contracts.-

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

75 (a) "Contract" means an agreement:

76 1. Between an employer and the state; or

77 2. Between an employer and a labor organization.

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

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

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

89 (e) "Labor organization" means any organization of any  
90 kind, or any agency or employee representation committee or  
91 plan, in which employees participate and which exists for the  
92 purpose, in whole or in part, of dealing with employers  
93 concerning grievances, labor disputes, wages, hours of  
94 employment, or conditions of work.

95 (f) "Neutrality agreement" means an agreement signed with  
96 a labor organization wherein the employer agrees to conditions  
97 including, but not limited to, not speaking to employees about  
98 labor organization issues.

99 (g) "Personal contact information" means an employee's  
100 home address, home or personal cellular telephone number, or

101 personal e-mail address.

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

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

108 1. Grant union recognition rights for employees solely on  
109 the basis of signed labor organization authorization cards if  
110 the selection of a bargaining representative may instead be  
111 conducted through a secret ballot election conducted by the  
112 National Labor Relations Board.

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

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

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

121 (3) (a) A person or an entity may report, based upon a  
122 reasonable belief, a violation of paragraph (2) (a) to the  
123 department, provided that such report is made during the term of  
124 the separate agreement entered into by the department and the  
125 employer in subsection (4).

126        (b) Upon receiving the report, the department shall,  
127 within 60 days, determine whether a violation has occurred. If  
128 the department determines that an employer has violated  
129 paragraph (2) (a), the department shall deliver written notice of  
130 its findings to the employer and to the Attorney General. The  
131 Attorney General shall request from the employer a copy of the  
132 written agreement and shall initiate proceedings to recover  
133 funds awarded to the employer. The department's findings are  
134 final.

135        (4) Notwithstanding any other law to the contrary, before  
136 contracting to award an economic development incentive, the  
137 department must execute a separate written agreement with the  
138 recipient of the economic development incentive which reserves  
139 the right of the department to recover the amount of money,  
140 grants, funds, or other incentives disbursed by the department  
141 if the recipient benefiting from such money, grants, funds, or  
142 other incentives fails to comply with this section. This  
143 agreement is effective for either:

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

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

149        (5) This section does not apply to:

150            (a) A contract between the state and an employer executed

151 | before July 1, 2026; or

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

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