

HB 1495

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A bill to be entitled
An act relating to workforce notice requirements; amending s. 112.044, F.S.; authorizing an employer to post specified notices on the Internet in a manner that is accessible to the employer's employees under certain circumstances; amending s. 440.055, F.S.; authorizing an employer to post specified notices on the Internet in a manner that is accessible to the employer's employees and the general public under certain circumstances; amending ss. 443.151, 448.109, 450.045, and 760.10, F.S.; conforming provisions to changes made by the act; providing an effective date.

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

Section 1. Subsection (5) of section 112.044, Florida Statutes, is amended to read:

112.044 Public employers, employment agencies, labor organizations; discrimination based on age prohibited; exceptions; remedy.—

(5) NOTICE TO BE POSTED.—Each employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises, or on the Internet in a manner that is accessible to the employer's employees if permitted under federal law, notices required by the United States Department of

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26 Labor and the Equal Employment Opportunity Commission.

27 **Section 2. Section 440.055, Florida Statutes, is amended**

28 **to read:**

29 440.055 Notice requirements.—An employer who employs fewer
30 than four employees, who is permitted by law to elect not to
31 secure payment of compensation under this chapter, and who
32 elects not to do so shall post clear written notice in a
33 conspicuous location at each worksite, or on the Internet in a
34 manner that is accessible to the employer's employees and the
35 general public, directed to all employees and other persons
36 performing services at the worksite of their lack of entitlement
37 to benefits under this chapter.

38 **Section 3. Paragraph (a) of subsection (1) of section**
39 **443.151, Florida Statutes, is amended to read:**

40 443.151 Procedure concerning claims.—

41 (1) POSTING OF INFORMATION.—

42 (a) Each employer must post and maintain in places readily
43 accessible to his or her employees, or on the Internet in a
44 manner that is accessible to his or her employees, individuals
45 ~~in her or his employ~~ printed statements concerning benefit
46 rights, claims for benefits, and other matters relating to the
47 administration of this chapter as the Department of Commerce may
48 by rule prescribe. Each employer must supply to individuals
49 copies of printed statements or other materials relating to
50 claims for benefits as directed by the rules of the department.

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51 The department shall supply these printed statements and other
52 materials to each employer without cost to the employer.

53 **Section 4. Subsection (2) of section 448.109, Florida
54 Statutes, is amended to read:**

55 448.109 Notification of the state minimum wage.—

56 (2) Each employer who must pay an employee the Florida
57 minimum wage shall prominently display a poster substantially
58 similar to the one made available pursuant to subsection (3) on
59 the Internet in a manner that is accessible to the employer's
60 employees or in a conspicuous and accessible place in each
61 establishment where such employees are employed.

62 **Section 5. Subsection (2) of section 450.045, Florida
63 Statutes, is amended to read:**

64 450.045 Proof of identity and age; posting of notices.—

65 (2) Any person who hires, employs, or suffers to work any
66 minor shall post on the Internet in a manner that is accessible
67 to his or her employees, or at a conspicuous place on the
68 property or place of employment, where it may be easily read, a
69 poster notifying minors of the Child Labor Law, to be provided
70 by the division upon request.

71 **Section 6. Subsection (11) of section 760.10, Florida
72 Statutes, is amended to read:**

73 760.10 Unlawful employment practices.—

74 (11) Each employer, employment agency, and labor
75 organization shall post and keep posted in conspicuous places

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76 upon its premises, or on the Internet in a manner that is
77 accessible to the employer's employees, a notice provided by the
78 commission setting forth such information as the commission
79 deems appropriate to effectuate the purposes of ss. 760.01-
80 760.10.

81 **Section 7.** This act shall take effect July 1, 2026.