By Senator Norman

2011982 12-00534-11 A bill to be entitled

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An act relating to wage protection for employees; providing for a short title; providing legislative findings; prohibiting a county, municipality, or political subdivision of the state from adopting a wage theft ordinance or regulation that exceeds certain state and federal laws; preempting such activities to the state; providing an effective date.

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

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Section 1. This act may be cited as the "Florida Wage Protection Act."

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Section 2. Wage protection; preemption.-

providing appropriate due process to employers.

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(1) The Legislature finds as a matter of public policy that it is necessary to declare the theft of wages and the denial of fair compensation for work completed to be against the laws and policies of this state.

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(2) Employers and employees alike benefit from consistent and established standards of wage theft regulation. Existing federal and state laws, including the Federal Fair Labor Standards Act; the Davis-Bacon Act; the McNamara-O'Hara Service Contract Act; the Migrant and Seasonal Agricultural Protection Act; the Contract Work Hours and Safety Standards Act; the Copeland "Anti-Kickback" Act; chapter 448, Florida Statutes; and Section 24, Article X of the State Constitution, seek to protect employees from predatory and unfair wage practices while also

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(3) Any additional wage theft ordinance or regulation that

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30 exceeds the designated state and federal laws is explicitly
31 preempted to the state. A county, municipality, or political
32 subdivision of the state may not adopt or maintain in effect any
33 law, ordinance, or rule that creates requirements, regulations,
34 or processes for the purpose of addressing wage theft.
35 Section 3. This act shall take effect July 1, 2011.