By Senator Hill

1-488-06

1	A bill to be entitled
2	An act relating to notification regarding the
3	state minimum wage; providing definitions;
4	requiring an employer to display posters at
5	worksites to provide employees notice about the
6	state minimum wage; requiring the Agency for
7	Workforce Innovation to make available an
8	updated poster each year; providing for the
9	size and contents of the posters; providing an
10	effective date.
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12	Be It Enacted by the Legislature of the State of Florida:
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14	Section 1. Notification of the state minimum wage
15	(1) As used in this section, the terms:
16	(a) "Employer," "employee," and "wage" have the
17	meanings as established under the federal Fair Labor Standards
18	Act and its implementing regulations.
19	(b) "Florida minimum wage" means the wage that an
20	employer must, at a minimum, pay an employee pursuant to
21	Section 24, Article X of the State Constitution and
22	implementing law.
23	(2) Each employer who must pay an employee the Florida
24	minimum waqe shall prominently display a poster made available
25	pursuant to subsection (3) in a conspicuous and accessible
26	place at each worksite.
27	(3)(a) Each year the Agency for Workforce Innovation
28	shall, on or before December 1, create and make available to
29	employers a poster in English and in Spanish which reads
30	substantially as follows:
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1	NOTICE TO EMPLOYEES
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3	The Florida minimum wage is \$ (amount) per
4	hour and \$3.13 per hour for tipped workers for
5	January 1, (year), through December 31, (year).
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7	The rate of the minimum wage is
8	recalculated yearly on September 30, based on
9	the Consumer Price Index. Every year on January
10	1 the new Florida minimum wage takes effect.
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12	An employer may not retaliate against an
13	employee for exercising his or her right to
14	receive the minimum wage. Rights protected by
15	the State Constitution include the right to:
16	1. File a complaint about an employer's
17	alleged noncompliance with lawful minimum-wage
18	requirements.
19	2. Inform any person about an employer's
20	alleged noncompliance with lawful minimum-wage
21	requirements.
22	3. Inform any person of his or her
23	potential rights under Section 24, Article X of
24	the State Constitution and to assist him or her
25	in asserting such rights.
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27	An employee who has not received the
28	lawful minimum waqe may bring a civil action in
29	a court of law against an employer to recover
30	back wages plus damages and attorney's fees.
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1	An employer found liable for intentionally
2	violating minimum-wage requirements is subject
3	to a fine of \$1,000 per violation, payable to
4	the state.
5	
6	The Attorney General or other official
7	designated by the Legislature may bring a civil
8	action to enforce the minimum wage.
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10	For details see Section 24, Article X of
11	the State Constitution.
12	(b) The poster must be at least 12 inches in height by
13	16 inches in width and in a format easily seen by employees.
14	The letters in the poster must be of a conspicuous size. The
15	letters in the first line must be larger than the letters of
16	any other line and the letters of the first sentence must be
17	in bold type and larger than the letters in the remaining
18	lines.
19	Section 2. This act shall take effect July 1, 2006.
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22	SENATE SUMMARY
23	Requires an employer to display posters at worksites to notify employees about the state minimum wage. Requires
the Agency for Workforce Innovation to make an updat poster available each year. Provides for the size an contents of the posters.	the Agency for Workforce Innovation to make an updated
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