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LEGISLATIVE ACTION

Senate	.	House
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Senator Norman moved the following:

1 **Senate Amendment (with title amendment)**

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3 Delete everything after the enacting clause

4 and insert:

5 Section 1. Section 448.111, Florida Statutes, is created to

6 read:

7 448.111 Florida Wage Protection Law.—

8 (1) This section may be cited as the "Florida Wage

9 Protection Law."

10 (2) For purposes of this section, the term "wage theft"

11 means the underpayment or nonpayment of wages earned through

12 lawful employment.

13 (3) The Legislature finds as a matter of public policy that

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14 it is necessary to declare the theft of wages and the denial of

15 compensation for work completed to be against the laws and

16 policies of the state.

17   (4) The Legislature finds that employers and employees

18 benefit from consistent and established standards of laws

19 relating to wage theft and that existing federal and state laws,

20 including the federal Fair Labor Standards Act of 1938, the

21 Davis-Bacon Act, the McNamara-O'Hara Service Contract Act of

22 1965, the Migrant and Seasonal Agricultural Worker Protection

23 Act, the Contract Work Hours and Safety Standards Act, the

24 Copeland "Anti-kickback" Act, this chapter, and s. 24, Art. X of

25 the State Constitution protect employees from predatory and

26 unfair wage practices while also providing appropriate due

27 process to employers.

28   (5) It is the intent of this section to provide uniform

29 wage theft laws in the state, to void all ordinances and

30 regulations relating to wage theft that have been enacted by a

31 governmental entity other than the state or the Federal

32 Government, and to prohibit the enactment of any future

33 ordinance or other local regulation relating to wage theft.

34   (6) This section hereby expressly preempts regulation of

35 wage theft to the state and supersedes any municipal or county

36 ordinance or other local regulation on the subject. Any local

37 ordinance governing wage theft enacted before January 1, 2011,

38 is not preempted by this section.

39   Section 2. This act shall take effect upon becoming a law.

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41 ================ T I T L E   A M E N D M E N T ================

42 And the title is amended as follows:

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43   Delete everything before the enacting clause
44 and insert:
45   A bill to be entitled
46   An act relating to wage protection; creating s.
47   448.111, F.S.; providing a short title; providing a
48   definition; providing legislative findings and intent;
49   preempting regulation of wage theft to the state,
50   except as otherwise provided by federal law, and
51   superseding any municipal or county ordinance or other
52   local regulation on the subject; providing that any
53   local ordinance governing wage theft enacted before
54   January 1, 2011, is not preempted; providing an
55   effective date.