

By the Committees on Banking and Insurance; and Commerce and Tourism; and Senator Braynon

597-04020-14

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1 A bill to be entitled
 2 An act relating to labor pools; amending s. 448.24,
 3 F.S.; revising methods by which a labor pool is
 4 required to compensate day laborers; requiring a labor
 5 pool to provide certain notice before a day laborer's
 6 first pay period; specifying requirements for a labor
 7 pool that selects to compensate a day laborer by
 8 payroll debit card; authorizing a labor pool to
 9 deliver a wage statement electronically upon request
 10 by the day laborer; providing an 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. Subsection (2) of section 448.24, Florida
 15 Statutes, is amended to read:

16 448.24 Duties and rights.—

17 (2) A labor pool shall:

18 (a) Select one of the following methods of payment to
 19 compensate a day laborer laborers for work performed; ~~in the~~
 20 ~~form of~~

21 1. Cash, ~~or~~

22 2. Commonly accepted negotiable instruments that are
 23 payable in cash, on demand at a financial institution, and
 24 without discount.

25 3. Payroll debit card.

26 4. Electronic fund transfer, which must be made to a
 27 financial institution designated by the day laborer.

28 (b) Before a day laborer's first pay period, provide notice
 29 to the day laborer of the method of payment that the labor pool

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30 intends to use for payroll and the day laborer's options to
31 elect a different method of payment, and authorize the day
32 laborer to elect not to be paid by payroll debit card or
33 electronic fund transfer.

34 (c) If selecting to compensate a day laborer by payroll
35 debit card:

36 1. Offer the day laborer the option to elect payment by
37 electronic fund transfer; and

38 2. Before selecting payroll debit card, provide the day
39 laborer with a list, including the address, of each business
40 that is in close proximity to the labor pool and that does not
41 charge a fee to withdraw the contents of the payroll debit card.

42 (d) ~~(b)~~ Compensate day laborers at or above the minimum
43 wage, in conformance with ~~the provision of~~ s. 448.01. ~~In no~~
44 event ~~shall any~~ Deductions, other than those authorized
45 ~~permitted~~ by federal or state law, may not bring the worker's
46 pay below minimum wage for the hours worked.

47 (e) ~~(e)~~ Comply with all requirements of chapter 440.

48 (f) ~~(d)~~ Insure any motor vehicle owned or operated by the
49 labor hall and used for the transportation of workers pursuant
50 to Florida Statutes.

51 (g) ~~(e)~~ At the time of each payment of wages, furnish each
52 worker a written itemized statement showing in detail each
53 deduction made from such wages. A labor pool may deliver this
54 statement electronically upon written request of the day
55 laborer.

56 (h) ~~(f)~~ Provide each worker with an annual earnings summary
57 within a reasonable period of time after the end of the
58 preceding calendar year, but no later than February 1.

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Section 2. This act shall take effect July 1, 2014.