

CS/HB 411

2014

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 may
4 compensate day laborers; requiring labor pools to
5 offer payment by electronic funds transfer in certain
6 circumstances; providing employee protections when a
7 labor pool elects to use certain methods to pay wages;
8 authorizing a labor pool to deliver an electronic wage
9 statement upon employee request; providing an
10 effective date.

11
12 Be It Enacted by the Legislature of the State of Florida:

13
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) Compensate day laborers for work performed using any
19 of the following methods, subject to the limitations of
20 paragraph (b), selected by the labor pool: ~~in the 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; or

26 4. Electronic fund transfer to a financial institution

27 designated by the day laborer.

28 (b) When compensating a day laborer:

29 1. Before the first pay period, provide notice to the day
30 laborer of the method that the labor pool intends to use for
31 payroll and the day laborer's options with respect to electing
32 his or her payment method.

33 2. Authorize the day laborer to elect not to be paid by
34 payroll debit card or electronic funds transfer.

35 (c) If the labor pool selects payment by payroll debit
36 card:

37 1. Offer the day laborer the option of payment by
38 electronic funds transfer to a financial institution designated
39 by the day laborer.

40 2. Provide the day laborer with a list, including the
41 address, of each business within close proximity to the labor
42 pool that provides the ability to withdraw the contents of the
43 payroll debit card without a fee.

44 (d) ~~(b)~~ Compensate day laborers at or above the minimum
45 wage, in conformance with the provision of s. 448.01. In no
46 event shall any deductions, other than those permitted by
47 federal or state law, bring the worker's pay below minimum wage
48 for the hours worked.

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

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

CS/HB 411

2014

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

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

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