

The Florida Senate
HOUSE MESSAGE SUMMARY

Prepared By: The Professional Staff of the Committee on Commerce and Tourism

[2024h00433.hms.cm]

BILL: CS/CS/HB 433 (CS/SB 1492)

INTRODUCER: Commerce Committee; Regulatory Reform & Economic Development Subcommittee; and Rep. Esposito (Commerce and Tourism Committee; and Senator Trumbull)

SUBJECT: Employment Regulations

DATE: March 8, 2024

I. Amendments Contained in Message:

House Amendment – 702123 to Senate Amendment 846392 (body with title)

II. Summary of Amendments Contained in Message:

House Amendment – 702123 provides that starting September 30, 2026, a political subdivision is prohibited from preferring one contractor over another based on the wages or employment benefits provided by the contractor. However, a local government may require the coverage of health benefits, but may not require a level of coverage or benefits or cost-sharing obligation.

Starting September 30, 2026, a political subdivision cannot require a minimum wage for certain employees under the terms of a contract.

The amendment also prohibits local governments from regulating the conditions of employment established by a private employer unless expressly authorized or required by state or federal law, effective July 1, 2024.