

FLORIDA AFL-CIO
WORKING FAMILIES LOBBY CORPS
2024 SINE DIE LEGISLATIVE BRIEF



The following is a quick look at some of the bills that we have been tracking throughout the 2024 Florida Legislative Session and their final status. The list is neither exclusive nor exhaustive but represents some of our top priorities.

EMPLOYEE ORGANIZATIONS – SB 256 “GLITCH” BILL

PASSED

WATCH

SB 1746/HB 1471

PERC had an incredibly difficult time implementing Senate Bill 256 making it nearly impossible for public sector workers to join and remain in their union. This year’s bills had some provisions that help our public sector workers and some that will make ongoing re-organizing campaigns more difficult. We attempted to amend the bills to make them better but to no avail. We will update our affiliates on the impacts of the bills soon and will of course follow subsequent PERC rulemaking processes to keep our impacted affiliated unions informed.

UNEMPLOYMENT INSURANCE ELIGIBILITY

FAILED

OPPOSE

SB 1260/HB 1289

Florida’s unemployment insurance system collapsed during the COVID-19 pandemic and for years has been consistently ranked the worst in the nation on every single metric. This legislation would have made the system even more difficult to apply for, more inefficient and would have hurt unemployed workers and their families.

PREEMPTIONS OF CONDITIONS OF EMPLOYMENT

PASSED

OPPOSE

SB 1492/HB 433

This legislation has been filed for many years and seeks to wipe out wildly popular living wage ordinances and any other pro-worker ordinances currently on the books in communities around the state. The bill also preempts local governments from passing or enforcing any ordinances designed to prevent workers from suffering from heat stress related illnesses. This bill went down to the wire and only passed after supporters limited the preemptions to living wages and heat stress and extended the full enacting date on living wages to 2026.

PREEMPTION ON PUBLIC WORKS PROJECTS

PASSED

OPPOSE

SB 742/HB 705

This legislation eliminates ordinances on public construction projects dealing with prevailing wages, local hire preferences, and the use of registered apprentices.

ELIMINATING CHILD LABOR PROTECTIONS

PASSED

OPPOSE THEN SUPPORT

SB 1596/HB 49

This legislation originally wiped out all long-standing protections for 16- and 17-year-olds in the work. We worked diligently to reach a deal where only a small fraction of 16- and 17-year-olds are impacted, and parent involvement is still required. This was done to keep the original bill from becoming reality.

CHILD LABOR ON CONSTRUCTION SITES

PASSED

OPPOSE

SB 460/HB 917

This "career and technical education" legislation has the goal of weakening construction and supervisory regulations to allow children to work in hazardous conditions including roofing and scaffolding work.

PUBLIC SCHOOLS "DEREGULATION" PACKAGE

PASSED

OPPOSE

SB 7000, SB 7002, 7004

The recent legislative effort aimed at deregulating the K-20 education code, which initiated with a promising package in the Senate, experienced substantial dilution by the time it reached the finish line. Despite the anticipation of significant reforms to enhance public education, the outcome was underwhelming, with 1,500 pages of statutes undergoing minimal revisions.

EDUCATOR PREPARATION PROGRAMS

PASSED

OPPOSE

SB 1372/HB 1291

Aligns with the continuation of the so-called "STOP Woke" culture wars, directly impacting educational integrity and standards. These policies, which restrict the discussion and teaching of critical historical events and concepts, pose a significant threat to the foundational principles of higher education.

EXPANSION OF CHARTER SCHOOLS

FAILED

OPPOSE

SB 246/HB 109

These bills would have made it much easier for traditional public schools to be turned over to charter school operators. This could have given millions in publicly established resources to these charter school operators.

US PRODUCED IRON AND STEEL IN PUBLIC WORKS PROJECTS

PASSED

SUPPORT

SB 674/HB 779

This legislation mandates state and local govt entities to require the use of American-made steel and iron products on public works projects. There are conditions in which this requirement can be waived.

TERM LIMITS FOR COUNTY COMMISSIONERS

FAILED

OPPOSE

SB 438/HB 35

These bills would have imposed term limits on all of Florida's county commissioners, whether these communities wanted them or not. The bills changed greatly during the process, but the WFLC and other groups pushed back on these ideas and the bills failed.

MAKING CONSTITUTIONAL AMENDMENTS MORE DIFFICULT

FAILED

OPPOSE

HB 35

This legislation would have raised the vote threshold necessary to pass constitutional amendments, allowing anyone to challenge curriculum and library resources and to create a state-wide registry of banned materials.

DON'T SAY GAY OR TRANS AT WORK

FAILED

OPPOSE

SB 1382/HB 599

This goes far beyond regulating pronouns to impose unprecedented government control over free speech and activities in Florida workplaces. All nonprofit organizations and any private business that does business with the State of Florida or any local government would be regulated and policed by this law.

