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**Does This Law Apply to My Organization in Florida?**

By XpertHR.com

Author: XpertHR Editorial Team

Below are some of the most significant employment-related Florida laws applying to private employers and which employers must comply with each law. Be aware that there are other laws an employer might need to follow that are not listed here.

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**Law1:**

Child Labor Law ([https://www.xperthr.com/employment-law-manual/child-labor-florida/453/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM](https://www.xperthr.com/employment-law-manual/child-labor-florida/453/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM))

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**Covered Employers2:**

All employers

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**Law1:**

Civil Air Patrol leave law ([https://www.xperthr.com/employment-law-manual/userra-florida/2561/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#civil-air-patrol-leave-fl](https://www.xperthr.com/employment-law-manual/userra-florida/2561/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#civil-air-patrol-leave-fl))

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**Covered Employers2:**

Employers with 15 or more employees

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**Law1:**

Consumer credit reporting law ([https://www.xperthr.com/employment-law-manual/preemployment-screening-and-testing-florida/1560/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#fair-credit-reporting-fl](https://www.xperthr.com/employment-law-manual/preemployment-screening-and-testing-florida/1560/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#fair-credit-reporting-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Domestic violence leave law ([https://www.xperthr.com/employment-law-manual/other-leaves-florida/2665/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#domestic-violence-leave-fl](https://www.xperthr.com/employment-law-manual/other-leaves-florida/2665/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#domestic-violence-leave-fl))

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**Covered Employers2:**

Employers with 50 or more employees

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<sup>1</sup>Laws link to primary coverage on XperTHR.com; the law may be addressed in other places on XperTHR.com.

<sup>2</sup>Where "All employers" is listed, there may still be limited exceptions, such as agricultural employers or employers that employ only family members.

**Law1:**

Drug testing laws ([https://www.xperthr.com/employment-law-manual/preemployment-screening-and-testing-florida/1560/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#drug-alcohol-testing-fl](https://www.xperthr.com/employment-law-manual/preemployment-screening-and-testing-florida/1560/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#drug-alcohol-testing-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Equal pay law ([https://www.xperthr.com/employment-law-manual/eeo-discrimination-florida/2357/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#equal-pay-fl](https://www.xperthr.com/employment-law-manual/eeo-discrimination-florida/2357/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#equal-pay-fl))

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**Covered Employers2:**

Employers with two or more employees and that are not covered by the Fair Labor Standards Act

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**Law1:**

Florida Civil Rights Act (FCRA) ([https://www.xperthr.com/employment-law-manual/eeo-discrimination-florida/2357/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#discrimination-under-the-fl](https://www.xperthr.com/employment-law-manual/eeo-discrimination-florida/2357/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#discrimination-under-the-fl))

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**Covered Employers2:**

Employers with 15 or more employees

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**Law1:**

Florida Clean Indoor Air Act ([https://www.xperthr.com/employment-law-manual/employee-health-florida/3235/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#smoking-in-the-fl](https://www.xperthr.com/employment-law-manual/employee-health-florida/3235/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#smoking-in-the-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Florida Health Insurance Coverage Continuation Act ([https://www.xperthr.com/employment-law-manual/health-care-continuation-cobra-florida/658/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM](https://www.xperthr.com/employment-law-manual/health-care-continuation-cobra-florida/658/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM))

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**Covered Employers2:**

Employers with fewer than 20 employees

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<sup>2</sup>Where "All employers" is listed, there may still be limited exceptions, such as agricultural employers or employers that employ only family members.

**Law1:**

Florida Minimum Wage Act ([https://www.xperthr.com/employment-law-manual/minimum-wage-florida/325/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM](https://www.xperthr.com/employment-law-manual/minimum-wage-florida/325/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM))

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**Covered Employers2:**

All employers

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**Law1:**

Florida Reemployment Assistance Program (RAP) law ([https://www.xperthr.com/employment-law-manual/legally-required-benefits-florida/864/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#florida-reemployment-assistance-fl](https://www.xperthr.com/employment-law-manual/legally-required-benefits-florida/864/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#florida-reemployment-assistance-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Florida Uniformed Servicemembers Protection Act ([https://www.xperthr.com/employment-law-manual/userra-florida/2561/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#the-florida-uniformed-fl](https://www.xperthr.com/employment-law-manual/userra-florida/2561/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#the-florida-uniformed-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Job reference immunity law ([https://www.xperthr.com/employment-law-manual/employee-communications-florida/2112/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#employment-references-fl](https://www.xperthr.com/employment-law-manual/employee-communications-florida/2112/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#employment-references-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Jury duty leave law ([https://www.xperthr.com/employment-law-manual/jury-duty-florida/2613/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM](https://www.xperthr.com/employment-law-manual/jury-duty-florida/2613/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM))

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**Covered Employers2:**

All employers

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<sup>2</sup>Where "All employers" is listed, there may still be limited exceptions, such as agricultural employers or employers that employ only family members.

**Law1:**

Payment of wages law ([https://www.xperthr.com/employment-law-manual/payment-of-wages-florida/1267/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM](https://www.xperthr.com/employment-law-manual/payment-of-wages-florida/1267/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM))

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**Covered Employers2:**

All employers

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**Law1:**

Safe driving laws ([https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-florida/7460/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#driving-policies-fl](https://www.xperthr.com/employment-law-manual/hr-and-workplace-safety-florida/7460/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#driving-policies-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Weapons in the workplace law ([https://www.xperthr.com/employment-law-manual/workplace-security-florida/3286/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#guns-and-weapons-fl](https://www.xperthr.com/employment-law-manual/workplace-security-florida/3286/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#guns-and-weapons-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Whistleblower protection law ([https://www.xperthr.com/employment-law-manual/employee-discipline-florida/2266/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#whistleblower-protections-fl](https://www.xperthr.com/employment-law-manual/employee-discipline-florida/2266/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#whistleblower-protections-fl))

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**Covered Employers2:**

All employers

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**Law1:**

Witness leave law ([https://www.xperthr.com/employment-law-manual/other-leaves-florida/2665/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#witness-duty-leave-fl](https://www.xperthr.com/employment-law-manual/other-leaves-florida/2665/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM#witness-duty-leave-fl))

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**Covered Employers2:**

All employers

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<sup>2</sup>Where "All employers" is listed, there may still be limited exceptions, such as agricultural employers or employers that employ only family members.

**Law1:**

Workers' Compensation Law ([https://www.xperthr.com/employment-law-manual/workers-compensation-florida/916/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm\\_content\\_syndication\\_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM](https://www.xperthr.com/employment-law-manual/workers-compensation-florida/916/?cmpid=PLC%7cUSAG%7cHUSUN-2016-1110-shrm_content_syndication_superlink%7cArticle17943&sfid=701w00000018zEE&partner=SHRM))

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**Covered Employers2:**

All employers

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<sup>2</sup>Where "All employers" is listed, there may still be limited exceptions, such as agricultural employers or employers that employ only family members.

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