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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 may
4	compensate day laborers; requiring labor pools to
5	offer payment by electronic fund transfer in certain
6	circumstances; providing employee protections should a
7	labor pool elect payroll debit or electronic fund
8	transfer cards to pay wages; allowing a labor pool to
9	deliver an electronic wage statement upon employee
10	request; 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) 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	<u>1.</u> Cash <u>;, or</u>
22	$\underline{2.}$ Commonly accepted negotiable instruments that are

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payable in cash, on demand at a financial institution, and

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without discount-;

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3. Payroll debit card; or,

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- 4. Electronic fund transfer to a financial institution designated by the day laborer.
 - (b) When compensating day laborers:
- 1. Prior to the first pay period, provide notice to an employee of the method the labor pool intends to use for payroll, and the employee's options with regards to electing their payment method.
- 2. Allow an employee to elect not to be paid by payroll debit card or electronic fund transfer.
- 3. If payroll debit card is selected, offer the option of payment by electronic fund transfer to a financial institution designated by the day laborer.
- 4. If payroll debit card is selected, provide the employee with a list of each location and the address of each business within close proximity to the labor pool that provides the ability to withdraw the contents of the payroll debit card without a fee.
- (c) (b) Compensate day laborers at or above the minimum wage, in conformance with the provision of s. 448.01. In no event shall any deductions, other than those permitted by federal or state law, bring the worker's pay below minimum wage for the hours worked.
 - (d) (c) Comply with all requirements of chapter 440.
- $\underline{\text{(e)}}$ Insure any motor vehicle owned or operated by the labor hall and used for the transportation of workers pursuant to Florida Statutes.

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(f)(e) At the time of each payment of wages, furnish each worker a written itemized statement showing in detail each deduction made from such wages. A labor pool may deliver this statement electronically upon written request of the employee.

 $\underline{(g)}$ Provide each worker with an annual earnings summary within a reasonable period of time after the end of the preceding calendar year, but no later than February 1.

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

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