



American Association of University Women Florida

2022 Positions on Priority Legislation

SB 322 / HB 293 DISCRIMINATION IN LABOR AND EMPLOYMENT

SUPPORT

SPONSORS: SEN. LINDA STEWART REP. GERALDINE THOMPSON

Senate Referrals: Commerce and Tourism; Judiciary; Rules

House Referrals: Regulatory Reform Subcommittee, Civil Justice & Property Rights Subcommittee; Commerce

Creating the “Senator Helen Gordon Davis Fair Pay Act”, prohibiting an employer from providing less favorable employment opportunities to employees based on their sex; provides exceptions; provides civil penalties; prohibits employer from taking certain employment actions against employees; prohibits employer from engaging in certain activities relating to wages & benefits; prohibits employer from requiring employees to sign certain waivers & documents; authorizes employer to confirm wage or salary history under certain conditions.

According to the latest census data, a typical woman nationally earned only 82% of what men earned, and in Florida a typical woman earned 85%. This act would provide important protections for women negotiating salary, including prohibiting retaliation against employees who discuss salary history (pay transparency) and prohibiting the use of salary history in the hiring process.

SB 388 / HB 221 OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

SUPPORT

SPONSORS: SEN. L. BERMAN REP. DAVIS

Senate Referrals: Governmental Oversight and Accountability; Appropriations Subcommittee on Agriculture, Environment, and General Government; Appropriations

House Referrals: Government Operations Subcommittee; Appropriations Committee; State Affairs Committee

Establishes Office of Diversity, Equity, & Inclusion within EOG; provides for appointment of Chief Diversity Officer; prescribes minimum qualifications for Chief Diversity Officer; provides duties & responsibilities of Chief Diversity Officer .

The enactment of this bill will establish an office within the Executive Office of the Governor, with the appointment of a Chief Diversity Officer to ensure diversity and inclusion in State government programs/activities, currently this position does not exist.

SB 760 / HB 521 HUMAN TRAFFICKING

SUPPORT

SPONSORS: SEN. LORI BERMAN REP. KELLY SKIDMORE

Senate Referrals: Criminal Justice, Appropriations Subcommittee on Criminal and Civil Justice, Appropriations

House Referrals: Criminal Justice & Public Safety Subcommittee, Justice Appropriations Subcommittee, Judiciary Committee

Revises the definition of the term “coercion”; providing criminal penalties for engaging in human trafficking or benefiting financially by receiving value from human trafficking using the labor or services or commercial sexual activity of an adult; prohibiting facilitating or enabling the receiving of persons in any place, structure, building, or conveyance for the purpose of prostitution, lewdness, or assignation, or facilitating or enabling any person to remain there for such purposes; providing increased criminal penalties for specified prohibited acts relating to prostitution, lewdness, or assignation, etc.

Increasing criminal penalties for engaging in human trafficking will help to safe guard victims and prohibit this form of modern-day slavery. Florida ranks 3rd in the 50 states for the most human trafficking calls to the National Human Trafficking Hotline, behind Texas and California. (thecapitolist.com, Dec 15, 2021) Central Florida ranks third in number of cases behind Miami and Tampa. (www.osceolasheriff.org). More is need to combat trafficking.

SB 652 / HB **HUMAN TRAFFICKING PUBLIC AWARENESS SIGNS** **SUPPORT**

SPONSORS: SEN. CRUZ

Senate Referrals: Children, Families, and Elder Affairs, Appropriations Subcommittee on Transportation, Tourism, and Economic Development, Appropriations

Requires the employer of each athletic venue, entertainment venue, and convention center with a certain capacity to display a human trafficking public awareness sign in a conspicuous location that is clearly visible to the public and employees; provides a noncriminal violation, etc.

Increasingly our young people, girls and boys, are targeted by human traffickers. This legislation will help venue workers and the general public to identify signs of human trafficking victims and thus help bring an end to this form of modern-day slavery.

SB 756 / HB **PUBLIC RECORDS/HUMAN TRAFFICKING VICTIMS** **SUPPORT**

SPONSORS: SENS. DIAZ

Senate Referrals: Children, Families, and Elder Affairs, Governmental Oversight and Accountability, Rules

Provides that the personal identifying information of a victim of human trafficking in a petition for human trafficking victim expunction and in all pleadings and documents related to the petition is confidential and exempt from public records requirements; providing for future legislative review and repeal of the exemption under the Open Government Sunset Review Act; provides for a statement of public necessity, etc.

The enactment of this bill would help protect the victims of human trafficking identify. This will afford victims the opportunity to rebuild their lives and help with reintegration into society without their past victimization records creating unwarranted barriers.

SJR 192 / HJR 77 **COMMISSIONER OF EDUCATION** **SUPPORT**

SPONSORS: SEN. CRUZ REP. DRISKELL

Senate Referrals: Ethics and Elections; Education; Rules
House Referrals: Education & Employment Committee; Public Integrity & Elections Committee; State of Affairs Committee

Provides requirements for amendments to the State Constitution to provide for the election of the Commissioner of Education and his or her inclusion as a member of the Cabinet and the State Board of Education, etc.

AAUW Florida supports the enactment of this bill, which will allow the Commissioner of Education to be elected and thus impose time limits on serving. It would also remove the sole discretion of appointment from the Board of Education for this very important educational role.

SB 628 / HB 6023 **ABORTION CLINIC REGULATIONS** **SUPPORT**

SPONSORS: SEN. BOOK REP. ESKAMANI

Senate Referrals: Health Policy; Appropriations Subcommittee on Health and Human Services; Appropriations
House Referrals: Professions & Public Health Subcommittee; Civil Justice & Property Rights Subcommittee; Health & Human Services Committee

Bill deletes a specified timeframe in which certain information must be provided to a pregnant woman before a termination of pregnancy may be performed; deleting provisions prohibiting state agencies, local governmental entities, and Medicaid managed care plans from expending funds for the benefit of, paying funds to, or initiating or renewing contracts with certain organizations that perform abortions; deleting a requirement that the Agency for Health Care Administration inspect a specified percentage of abortion clinic patient records as a component of license inspections, etc.

Enactment of this bill would protect the civil rights of all women, including access to quality, affordable health care and reproductive freedom. Aspects of the bill would

eliminate the 24 hours waiting requirement; allow state agencies & Medicaid to expend funds to assist in abortions; eliminate requirement to present copies of court documents order, police reports etc., prior to obtaining an abortion.

SJR 244 / HJR 35 PARTISAN ELECTIONS FOR MEMBERS OF DISTRICT SCHOOL BOARDS OPPOSE

SPONSORS: SEN. GRUTERS REP. ROACH

Senate Referrals: Ethics and Elections (passed); Education; Rules

House Referrals: Secondary Education and Career Development Subcommittee; Public Integrity & Elections Committee; Education and Employment Committee

Proposes amendments to State Constitution to require members of district school board to be elected in partisan election.

The provisions of this bill would require school boards throughout Florida to have partisan elections. In Florida's closed primary system, partisan elections will disenfranchise NPA (No Party Affiliation) voters who will not be able to vote in the primary election without changing their registration. As of November 30, 2021, 3.8 million voters, or 27 percent of Florida's registered voters are NPA.

SB 242 / HB 57 RACIAL AND SEXUAL DISCRIMINATION OPPOSE

SPONSORS: SEN. GRUTERS REP. FINE & FISCHER

Senate Referrals: Judiciary; Governmental Oversight and Accountability

House Referrals: Education and Employment Committee; Public Integrity & Elections; State Affairs Committee

Prohibits state agencies, counties, municipalities, & public K-20 educational institutions from providing mandatory training for employees or students which espouses certain concepts; requires certain diversity & inclusion efforts; requires DMS, in consultation with Florida Commission on Human Relations, to review agency diversity & inclusion training; requires contracts with agency to include option to terminate if contractor provides workforce training that espouses certain concepts; requires contractor to submit certification; requires each agency to report violations; authorizes contractor's placement on discriminatory vendor list.

This bill if enacted would ban Critical Race Theory (CRT) from public institutions in Florida. The proponents of the bill reports "Critical Race Theory is racist at its core and has no place in the state of Florida". CTR is an academic concept that is more than 40 years old. The core idea is that race is a social construct, and that racism is not merely the product of individual bias or prejudice, but also something embedded in legal systems and policies.