

By Representative Mackey

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A bill to be entitled

An act relating to employment; providing that
is is unlawful to discriminate through any
employment action because an individual is a
user of legal agricultural products; providing
an exception; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Discrimination in employment.

(1) It is unlawful to coerce, intimidate, threaten,
interfere, or discriminate through any employment actions,
including, but not limited to, actions with respect to
compensation, terms, conditions, or privileges of employment
because an individual employee is a user of legal agricultural
products who chooses to participate in or abstain from using
such legal agricultural products during nonworking hours off
the premises of the workplace.

(2) It is not an unlawful practice to discriminate
through employment action on the basis of an individual
employee's use of legal agricultural products when such use
represents a bona fide occupational qualification reasonably
necessary for the performance of the particular employment to
which such action is related.

Section 2. This act shall take effect upon becoming a
law.

CODING: Words stricken are deletions; words underlined are additions.

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HOUSE SUMMARY

Provides that it is unlawful to coerce, intimidate, threaten, interfere, or discriminate through any employment actions because an individual is a user of legal agricultural products who chooses to participate in or abstain from using such legal agricultural products during nonworking hours off the premises of the workplace. Provides that it is not unlawful to discriminate through an employment action when the use of legal agricultural products represents a bona fide occupational qualification reasonably necessary for the performance of the particular employment to which such action is related.

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