

Index

ABORTION

Refusing to assist or perform, retaliation, coercion, or harassment of workers,
§ 6:11

AFFIRMATIVE ACTION

Hiring rules and regulations, § 2:2

AGREEMENTS

Noncompete, hiring rules and regulations, § 2:4

APPEAL AND REVIEW

Attorney's fees, unpaid wages, § 5:7

District courts of appeal

Three stages of an appeal, unemployment and reemployment, § 16:3

APPRENTICESHIPS

Independent contractors, § 4:4

ASSAULT AND BATTERY

Assault, employment law torts, § 15:5

Battery, employment law torts, § 15:6

ATTORNEY'S FEES

Appeals, unpaid wages, § 5:7

Determination, unpaid wages, § 5:6

Entitlement, unpaid wages, § 5:5

AT-WILL EMPLOYMENT

Hiring rules and regulations, § 2:1

BACKGROUND SCREENINGS

Hiring rules and regulations, § 2:5, 14:7

BENEFICIARIES

Third-party contract, breach, Florida contract law, § 3:2

BLACKLISTING

Retaliation, coercion, or harassment of workers, § 6:4

BOYCOTTS

Participation, retaliation, coercion, or harassment of workers, § 6:5

BREACH

Employment contract, Florida Contract Law, § 3:1

Third-party contract, Florida Contract Law, § 3:2

CANCEL CULTURE

Retaliation against workers, § 6:4

“CANCEL CULTURE”

Against workers, retaliation, coercion, or harassment of workers, § 6:4

CHILD LABOR LAWS

Gig economy, § 4:5

Independent contractors, § 4:5

Protected labor groups, § 4:5

COERCION

Generally, § 6:1 to 6:13

Abortion, refusing to assist or perform, retaliation, § 6:11

Blacklisting, against workers, § 6:4

Boycotts, participation, retaliation, § 6:5

“Cancel culture,” against workers, § 6:4

Denying employee seat or opportunity to sit, § 6:10

Discharge claims, workers’ compensation, § 6:2

Disclosing information, current or former employee, § 6:6

Florida’s Private-Sector Whistle-Blower Act, § 6:1

Intimidation claims, workers’ compensation, § 6:2

Jury duty, retaliation, § 6:9

Other forms, § 6:13

Retaliatory discharge, § 6:13

Sickle-cell anemia, retaliation, § 6:7

Sickle-cell traits, retaliation, § 6:7

Strikes, § 6:3

Voting, for or against preferred candidate or issue, retaliation, § 6:12

Witness, retaliation, § 6:8

Wrongful combinations, against workers, § 6:4

COLLECTIVE BARGAINING

Generally, § 13:1 to 13:3

Florida Labor Union Law, § 13:3

Unions and collective bargaining, § 13:3

Limitations, § 13:2

Regulations

Collective bargaining, § 13:1

Unions, § 13:1

Rights, § 13:2

Role of state law, federal law, § 13:1

Strikes, § 6:3

CONCILIATION

Human relations; Florida Commission, § 7:6

CONTRACTS

Breach of contracts

Employment contract, Florida Contract Law, § 3:1

Third-party contract, Florida Contract Law, § 3:2

Cancellation, Florida contract law, § 3:3

Employment, good faith, hiring rules and regulations, § 2:3

INDEX

CONTRACTS—Cont'd

Florida contract law

Generally, § 3:1 to 3:6

Breach

Employment contract, § 3:1

Third-party beneficiary contract, § 3:2

Cancellation, § 3:3

Rescission, § 3:3

Specific performance, § 3:4

Tortious interference, contractual relationship, § 3:5

Workforce services, § 3:6

Good faith, employment contracts, hiring rules and regulations, § 2:3

Rescission, Florida contract law, § 3:3

Specific performance, employment contracts, § 2:3

Tortious interference, contractual relationship, Florida contract law, § 3:5

COVENANTS

Restrictive, hiring rules and regulations, § 2:5

DEFINITIONS

Independent contractors, various, § 4:1

DIRECT DEPOSIT

Payments, wages and hours of work, § 5:4

DISCLOSURE

Employees information, retaliation, coercion, or harassment of workers, § 6:6

DISCRIMINATION

Generally, § 8:1 to 8:3

Charge of discrimination, § 7:2

Complaint of discrimination, § 7:2

Distinguished from other causes of action, § 8:1

Equal pay act, sex discrimination prohibited, § 5:3

Florida Civil Rights Act, § 8:2

Florida Civil Rights Act of 1992, § 8:3

Wage rate, based on sex prohibited, § 5:3

DISPLACED HOMEMAKERS

Hiring rules and regulation, § 2:7

DISTRICT COURTS OF APPEAL

Three stages of an appeal, unemployment and reemployment, § 16:3

EMERGENCY MEDICAL TECHNICIANS

Public employment, legislative presumptions, protecting, § 14:4

EMERGING TRENDS

Generally, § 18:1, 18:2

Florida Employment Law, § 18:2

Purpose, § 18:1

EMPLOYEE STOCK OWNERSHIP

Wages and hours of work, § 5:8

EMPLOYMENT

At-will, hiring rules and regulations, § 2:1

Background checks, hiring rules and regulations, § 2:5

Breach

Employment contract, § 3:1

Third-party beneficiary contract, § 3:2

Contract, breach, Florida contract law, § 3:1

Florida contract law

Generally, § 3:1 to 3:6

Breach

Employment contract, § 3:1

Third-party beneficiary contract, § 3:2

Cancellation, § 3:3

Rescission, § 3:3

Specific performance, § 3:4

Tortious interference, contractual relationship, § 3:5

Workforce services, § 3:6

Good faith, contracts, hiring rules and regulations, § 2:3

Job training, hiring rules and regulations, § 2:6

Public employment

Generally, § 14:1 to 14:9

Employees, § 14:8

Employment screenings, § 14:7

Florida Administrative Procedures Act, application, § 14:5

Florida Heart/Lung Bill, § 14:2

Hepatitis, § 14:3

Legislative presumptions, protecting

Emergency medical technicians, § 14:4

Firefighters, § 14:4

Law enforcement officers, § 14:4

Paramedics, § 14:4

Meningococcal Meningitis, § 14:3

Public officers, § 14:8

Sovereign immunity, § 14:6

Tuberculosis, § 14:3

Workplace injuries, § 14:1

Reemployment assistance appeals commission

Three stages of an appeal, unemployment and reemployment, § 16:3

Screenings, public employment, § 2:5, 14:7

EMPLOYMENT LAW TORTS

Generally, § 15:1 to 15:7

Assault, § 15:5

Battery, § 15:6

Defamation, § 15:4

INDEX

EMPLOYMENT LAW TORTS—Cont'd

- Immunity, employer from claims of employee, § 15:7
- Libel, § 15:4
- Negligent hiring, § 15:1
- Negligent infliction of emotional distress, § 15:2
- Negligent misrepresentation, § 15:3
- Negligent retention, § 15:1
- Slander of title, § 15:4
- Tortious interference, contractual relationship, Florida contract law, § 3:5

EMT'S

- Public employment, legislative presumptions, protecting, § 14:4

EQUAL OPPORTUNITY

- Hiring rules and regulations, § 2:2

EQUAL PAY ACT

- Wage rate discrimination, based on sex prohibited, wages and hours of work, § 5:3

EXTRA PAY

- Wages and hours of work, § 5:1

FEDERAL LAW

- Reasonable accommodation, same under Florida Civil Rights Act, § 9:2
- Role, collective bargaining, § 13:1

FIRE DEPARTMENTS AND FIREFIGHTERS

- Public employment, legislative presumptions, protecting, § 14:4

FLORIDA ADMINISTRATIVE PROCEDURES ACT

- Application, public employment, § 14:5
- Code Chapter 60Y, § 7:9

FLORIDA CIVIL RIGHTS ACT

- Discrimination in employment, § 8:2
- Florida Civil Rights Act of 1992, § 8:3
- Reasonable accommodations, same under federal law, § 9:2

FLORIDA CIVIL RIGHTS ACT OF 1992

- Discrimination in employment, § 8:3

FLORIDA CONTRACT LAW

- Generally, § 3:1 to 3:6
- Breach
 - Employment contract, § 3:1
 - Third-party beneficiary contract, § 3:2
- Cancellation, § 3:3
- Rescission, § 3:3
- Specific performance, § 3:4
- Tortious interference, contractual relationship, § 3:5
- Workforce services, § 3:6

FLORIDA LABOR AND EMPLOYMENT LAW

FLORIDA EMPLOYMENT LAW

Emerging trends, § 18:2

FLORIDA HEART/LUNG BILL

Public employment, § 14:2

FLORIDA LABOR AND EMPLOYMENT

Litigation, § 17:3

FLORIDA LABOR UNION LAW

Unions and collective bargaining, § 13:3

FLORIDA RULES OF CIVIL PROCEDURE

Pleading a claim or defense, litigation, § 17:3

FLORIDA STATUTES

Chapter 443, Unemployment and Reemployment, § 16:5

Chapter 448, General Labor Relations, § 5:9

Chapter 450, minority groups, independent contractors, § 4:7

FLORIDA'S LABOR POOL ACT

Independent contractors, § 4:3

FLORIDA'S OCCUPATIONAL DISEASE STATUTE

Workplace health and safety, § 11:5

FLORIDA'S PRIVATE-SECTOR WHISTLE-BLOWER ACT

Retaliation, coercion, or harassment of workers, § 6:1

FLORIDA'S WORKERS' COMPENSATION LAW

Workers' compensation

Unemployment and reemployment, § 16:4

Workplace health and safety, § 11:6

GENERAL LABOR RELATIONS

Chapter 448, Florida Statutes, wages and hours of work, § 5:9

GIG ECONOMY

Generally, § 4:1 to 4:7

Apprenticeships, § 4:4

Child Labor Laws, § 4:5

Definitions, § 4:1

Florida's Gig Economy, § 4:2

Florida's Labor Pool Act, § 4:3

Independent contractors, definitions, § 4:1

Migrant labor, § 4:6

Minority groups, Chapter 450, Florida Statutes, § 4:7

GOOD FAITH

Employment contracts, hiring rules and regulations, § 2:3

HARASSMENT

Generally, § 6:1 to 6:13

Abortion, refusing to assist or perform, retaliation, § 6:11

INDEX

HARASSMENT—Cont'd

- Blacklisting, against workers, § 6:4
- Boycotts, participation, retaliation, § 6:5
- “Cancel culture,” against workers, § 6:4
- Denying employee seat or opportunity to sit, § 6:10
- Discharge claims, workers’ compensation, § 6:2
- Disclosing information, current or former employee, § 6:6
- Florida’s Private-Sector Whistle-Blower Act, § 6:1
- Intimidation claims, workers’ compensation, § 6:2
- Jury duty, retaliation, § 6:9
- Other forms, § 6:13
- Retaliatory discharge, § 6:13
- Sickle-cell anemia, retaliation, § 6:7
- Sickle-cell traits, retaliation, § 6:7
- Strikes, § 6:3
- Voting, for or against preferred candidate or issue, retaliation, § 6:12
- Witness, retaliation, § 6:8
- Wrongful combinations, against workers, § 6:4

HAZARDOUS EXPOSURE

- Claims, workplace health and safety, § 11:4
- Meaning, workplace health and safety, § 11:3

HEAT EXPOSURE

- Workplace health and safety, § 11:2

HEPATITIS

- Public employment, § 14:3

HIRING

- Rules and regulations
 - Generally, § 2:1 to 2:8
 - Affirmative action, § 2:2
 - At-will employment, § 2:1
 - Background checks, § 2:5
 - Confirmation, new employee or contractor, § 2:8
 - Displaced homemakers, job assistance, § 2:7
 - Employment screenings, § 2:5
 - Equal opportunity, § 2:2
 - Good faith, employment contracts, § 2:3
 - Job assistance, displaced homemakers, § 2:7
 - Job training, § 2:6
 - New employee or contractor eligibility, confirmation, § 2:8
 - Noncompete agreements, § 2:4
 - Restrictive covenants, § 2:5

HOMEMAKERS

- Displaced, hiring rules and regulation, § 2:7

HUMAN RELATIONS; FLORIDA COMMISSION

- Generally, § 7:1 to 7:9

HUMAN RELATIONS; FLORIDA COMMISSION—Cont'd

- Charge, discrimination, unlawful employment practices, § 7:2
- Complaint, discrimination, unlawful employment practices, § 7:2
- Conciliation, § 7:6
- Employment practices, illegal by Florida Civil Rights Act, § 7:7
- Florida Administrative Code Chapter 60Y Governing Practice and Procedure, § 7:9
- Functions, § 7:1
- Investigatory powers, § 7:3
- Mediation, § 7:4
- Notice of determination, § 7:5
- Petition for relief, unlawful employment practice, § 7:8
- Purpose, § 7:1
- Right to sue letter, § 7:5
- Structure, § 7:1

IMMUNITY

- Employer from claims of employee, employment law torts, § 15:7
- Sovereign, public employment, § 14:6

INDEPENDENT CONTRACTORS

- Generally, § 4:1 to 4:7
- Apprenticeships, § 4:4
- Child Labor Laws, § 4:5
- Definitions, § 4:1
- Florida's Gig Economy, § 4:2
- Florida's Labor Pool Act, § 4:3
- Migrant labor, § 4:6
- Minority groups, Chapter 450, Florida Statutes, § 4:7

INFLICTION OF EMOTIONAL DISTRESS

- Employment law torts, negligence, § 15:2

INJURY

- Workplace, public employment, § 14:1

JOBS

- Training, hiring rules and regulations, § 2:6

JURISDICTION

- Employment practices, illegal by Florida Civil Rights Act, human relations; Florida commission, § 7:7

JURY AND JURY TRIAL

- Duty, retaliation, coercion, or harassment of workers, § 6:9

LABOR

- Generally, § 1:1 to 18:2
- Coercion
 - Generally, § 6:1 to 6:13
 - Abortion, refusing to assist or perform, retaliation, § 6:11
 - Blacklisting, against workers, § 6:4

INDEX

LABOR—Cont'd

Coercion—Cont'd

- Boycotts, participation, retaliation, § 6:5
- “Cancel culture,” against workers, § 6:4
- Denying employee seat or opportunity to sit, § 6:10
- Discharge claims, workers’ compensation, § 6:2
- Disclosing information, current or former employee, § 6:6
- Florida’s Private-Sector Whistle-Blower Act, § 6:1
- Intimidation claims, workers’ compensation, § 6:2
- Jury duty, retaliation, § 6:9
- Other forms, § 6:13
- Retaliatory discharge, § 6:13
- Sickle-cell anemia, retaliation, § 6:7
- Sickle-cell traits, retaliation, § 6:7
- Strikes, § 6:3
- Voting, for or against preferred candidate or issue, retaliation, § 6:12
- Witness, retaliation, § 6:8
- Wrongful combinations, against workers, § 6:4

Collective bargaining

- Generally, § 13:1 to 13:3
- Florida Labor Union Law, § 13:3
- Limitations, § 13:2
- Regulations
 - Collective bargaining, § 13:1
 - Unions, § 13:1
- Rights, § 13:2
- Role of state law, federal law, § 13:1

Discrimination in employment

- Generally, § 8:1 to 8:3
- Distinguished from other causes of action, § 8:1
- Florida Civil Rights Act, § 8:2
- Florida Civil Rights Act of 1992, § 8:3

Emerging trends

- Generally, § 18:1, 18:2
- Florida Employment Law, § 18:2
- Purpose, § 18:1

Employment

- At-will, hiring rules and regulations, § 2:1
- Background checks, hiring rules and regulations, § 2:5
- Breach
 - Employment contract, § 3:1
 - Third-party beneficiary contract, § 3:2
- Contract, breach, Florida contract law, § 3:1
- Florida contract law
 - Generally, § 3:1 to 3:6
 - Breach
 - Employment contract, § 3:1

LABOR—Cont'd

Employment—Cont'd

Florida contract law—Cont'd

Breach—Cont'd

Third-party beneficiary contract, § 3:2

Cancellation, § 3:3

Rescission, § 3:3

Specific performance, § 3:4

Tortious interference, contractual relationship, § 3:5

Workforce services, § 3:6

Good faith, contracts, hiring rules and regulations, § 2:3

Job training, hiring rules and regulations, § 2:6

Public employment

Generally, § 14:1 to 14:9

Employees, § 14:8

Employment screenings, § 14:7

Florida Administrative Procedures Act, application, § 14:5

Florida Heart/Lung Bill, § 14:2

Hepatitis, § 14:3

Legislative presumptions, protecting

Emergency medical technicians, § 14:4

Firefighters, § 14:4

Law enforcement officers, § 14:4

Paramedics, § 14:4

Meningococcal Meningitis, § 14:3

Public officers, § 14:8

Sovereign immunity, § 14:6

Tuberculosis, § 14:3

Workplace injuries, § 14:1

Reemployment assistance appeals commission

Three stages of an appeal, unemployment and reemployment, § 16:3

Screenings, public employment, § 2:5, 14:7

Employment law torts

Generally, § 15:1 to 15:7

Assault, § 15:5

Battery, § 15:6

Defamation, § 15:4

Immunity, employer from claims of employee, § 15:7

Libel, § 15:4

Negligent hiring, § 15:1

Negligent infliction of emotional distress, § 15:2

Negligent misrepresentation, § 15:3

Negligent retention, § 15:1

Slander of title, § 15:4

Florida contract law

Generally, § 3:1 to 3:6

Breach

Employment contract, § 3:1

INDEX

LABOR—Cont'd

Florida contract law—Cont'd

Breach—Cont'd

Third-party beneficiary contract, § 3:2

Cancellation, § 3:3

Rescission, § 3:3

Specific performance, § 3:4

Tortious interference, contractual relationship, § 3:5

Workforce services, § 3:6

Gig economy

Generally, § 4:1 to 4:7

Apprenticeships, § 4:4

Child Labor Laws, § 4:5

Definitions, § 4:1

Florida's Gig Economy, § 4:2

Florida's Labor Pool Act, § 4:3

Independent contractors, definitions, § 4:1

Migrant labor, § 4:6

Minority groups, Chapter 450, Florida Statutes, § 4:7

Harassment

Generally, § 6:1 to 6:13

Abortion, refusing to assist or perform, retaliation, § 6:11

Blacklisting, against workers, § 6:4

Boycotts, participation, retaliation, § 6:5

"Cancel culture," against workers, § 6:4

Denying employee seat or opportunity to sit, § 6:10

Discharge claims, workers' compensation, § 6:2

Disclosing information, current or former employee, § 6:6

Florida's Private-Sector Whistle-Blower Act, § 6:1

Intimidation claims, workers' compensation, § 6:2

Jury duty, retaliation, § 6:9

Other forms, § 6:13

Retaliatory discharge, § 6:13

Sickle-cell anemia, retaliation, § 6:7

Sickle-cell traits, retaliation, § 6:7

Strikes, § 6:3

Voting, for or against preferred candidate or issue, retaliation, § 6:12

Witness, retaliation, § 6:8

Wrongful combinations, against workers, § 6:4

Hiring rules and regulations

Generally, § 2:1 to 2:8

Affirmative action, § 2:2

At-will employment, § 2:1

Background checks, § 2:5

Confirmation, new employee or contractor, § 2:8

Displaced homemakers, job assistance, § 2:7

Employment screenings, § 2:5

Equal opportunity, § 2:2

LABOR—Cont'd

Hiring rules and regulations—Cont'd

- Good faith, employment contracts, § 2:3
- Job assistance, displaced homemakers, § 2:7
- Job training, § 2:6
- New employee or contractor eligibility, confirmation, § 2:8
- Noncompete agreements, § 2:4
- Restrictive covenants, § 2:5

Human relations; Florida commission

- Generally, § 7:1 to 7:9
- Charge, discrimination, unlawful employment practices, § 7:2
- Complaint, discrimination, unlawful employment practices, § 7:2
- Conciliation, § 7:6
- Employment practices, illegal by Florida Civil Rights Act, § 7:7
- Florida Administrative Code Chapter 60Y Governing Practice and Procedure, § 7:9
- Functions, § 7:1
- Investigatory powers, § 7:3
- Mediation, § 7:4
- Notice of determination, § 7:5
- Petition for relief, unlawful employment practice, § 7:8
- Purpose, § 7:1
- Right to sue letter, § 7:5
- Structure, § 7:1

Independent contractors

- Generally, § 4:1 to 4:7
- Apprenticeships, § 4:4
- Child Labor Laws, § 4:5
- Definitions, § 4:1
- Florida's Gig Economy, § 4:2
- Florida's Labor Pool Act, § 4:3
- Migrant labor, § 4:6
- Minority groups, Chapter 450, Florida Statutes, § 4:7

Introduction, § 1:1

Litigation

- Generally, § 17:1 to 17:3
- Cause of action, stating, § 17:2
- Florida labor and employment, § 17:3
- Florida Rules of Civil Procedure, pleading a claim or defense, § 17:3
- Purpose, § 17:1

Paid leave

- Generally, § 10:1, 10:2
- No state law right, § 10:2
- Purpose, § 10:1

Paid time off

- Generally, § 10:2, 10:3
- No right to unpaid time off, § 10:3
- Purpose, § 10:2

INDEX

LABOR—Cont'd

Protected labor groups

Generally, § 4:1 to 4:7

Apprenticeships, § 4:4

Child Labor Laws, § 4:5

Definitions, § 4:1

Florida's Gig Economy, § 4:2

Florida's Labor Pool Act, § 4:3

Migrant labor, § 4:6

Minority groups, Chapter 450, Florida Statutes, § 4:7

Public employment

Generally, § 14:1 to 14:9

Employees, § 14:8

Employment screenings, § 14:7

Florida Administrative Procedures Act, application, § 14:5

Florida Heart/Lung Bill, § 14:2

Hepatitis, § 14:3

Legislative presumptions, protecting

Emergency medical technicians, § 14:4

Firefighters, § 14:4

Law enforcement officers, § 14:4

Paramedics, § 14:4

Meningococcal Meningitis, § 14:3

Public officers, § 14:8

Sovereign immunity, § 14:6

Tuberculosis, § 14:3

Workplace injuries, § 14:1

Reasonable accommodations

Generally, § 9:1, 9:2

Federal law, same under Florida Civil Rights Act, § 9:2

Purpose, § 9:1

Retaliation, coercion, or harassment of workers

Generally, § 6:1 to 6:13

Abortion, refusing to assist or perform, retaliation, § 6:11

Blacklisting, against workers, § 6:4

Boycotts, participation, retaliation, § 6:5

"Cancel culture," against workers, § 6:4

Denying employee seat or opportunity to sit, § 6:10

Discharge claims, workers' compensation, § 6:2

Disclosing information, current or former employee, § 6:6

Florida's Private-Sector Whistle-Blower Act, § 6:1

Intimidation claims, workers' compensation, § 6:2

Jury duty, retaliation, § 6:9

Other forms, § 6:13

Retaliatory discharge, § 6:13

Sickle-cell anemia, retaliation, § 6:7

Sickle-cell traits, retaliation, § 6:7

LABOR—Cont'd

Retaliation, coercion, or harassment of workers—Cont'd

Strikes, § 6:3

Voting, for or against preferred candidate or issue, retaliation, § 6:12

Witness, retaliation, § 6:8

Wrongful combinations, against workers, § 6:4

Retirement and retirement benefits

Generally, § 12:1 to 12:4

Benefits available, eligible retired employees, § 12:3

Florida retirement laws, § 12:4

Requirements, qualifying for employee benefits, § 12:2

Residency, inapplicability of Florida law, § 12:1

Retirement plans

Wages and hours of work, § 5:8

Unemployment and reemployment

Generally, § 16:1 to 16:5

Assistance, reemployment, § 16:1

Award of unemployment compensation, how it is made, § 16:2

Benefits, unemployment, § 16:1

Chapter 443, Florida Statutes, § 16:5

Denial of unemployment compensation, how it is made, § 16:2

Three stages of an appeal, § 16:3

District court of appeal, § 16:3

Office of appeals, § 16:3

Reemployment assistance appeals commission, § 16:3

Unemployment and workers' compensation, § 16:4

Unions and collective bargaining

Generally, § 13:1 to 13:3

Florida Labor Union Law, § 13:3

Limitations, § 13:2

Regulations

Collective bargaining, § 13:1

Unions, § 13:1

Rights, § 13:2

Role of state law, federal law, § 13:1

Wages and hours of work

Generally, § 5:1 to 5:9

Direct deposit, payments, § 5:4

Employee stock ownership, § 5:8

Equal pay act, § 5:3

Extra pay, § 5:1

General labor relations, Chapter 448, Florida Statutes, § 5:9

Legal day's work, § 5:1

Minimum wages, state of Florida, § 5:2

Overtime, § 5:1

Retirement plans, § 5:8

Scheduling, § 5:1

INDEX

LABOR—Cont'd

Wages and hours of work—Cont'd

Unpaid wages, attorney's fees

Appeals, § 5:7

Determination amount, § 5:6

Entitlement, § 5:5

Workplace health and safety

Generally, § 11:1 to 11:6

Florida's occupational disease statute, § 11:5

Florida's workers' compensation law, § 11:6

Hazardous exposure

Claims, § 11:4

Meaning, § 11:3

Heat exposure, § 11:2

Introduction, § 11:1

Occupational disease

Claims, § 11:4

Meaning, § 11:3

LAW ENFORCEMENT OFFICERS

Public employment, legislative presumptions, protecting, § 14:4

LIBEL AND SLANDER

Employment law torts, § 15:4

LIMITATIONS OR RESTRICTIONS

Unions and collective bargaining, § 13:2

LITIGATION

Generally, § 17:1 to 17:3

Cause of action, stating, § 17:2

Florida labor and employment, § 17:3

Florida Rules of Civil Procedure, pleading a claim or defense, § 17:3

Jurisdiction, illegal employment practices, § 7:7

Purpose, § 17:1

Unpaid wages, attorney fees

Appeals, § 5:7

Determination, § 5:6

Entitlements, § 5:5

MEDIATION

Human relations; Florida commission, § 7:4

MENINGOCOCCAL MENINGITIS

Public employment, § 14:3

MIGRANT LABOR

Independent contractors, § 4:6

MINIMUM WAGE

State of Florida, wages and hours of work, § 5:2

NEGLIGENCE

- Negligent hiring, § 15:1
- Negligent infliction of emotional distress, § 15:2
- Negligent misrepresentation, § 15:3
- Negligent retention, § 15:1

NEGLIGENT HIRING

- Employment law torts, § 15:1

NEGLIGENT INFLECTION OF EMOTIONAL DISTRESS

- Employment law torts, § 15:2

NEGLIGENT MISREPRESENTATION

- Employment law torts, § 15:3

NEGLIGENT RETENTION

- Employment law torts, § 15:1

NONCOMPETE AGREEMENTS

- Hiring rules and regulations, § 2:4

OCCUPATIONAL DISEASES

- Claims, workplace health and safety, § 11:3
- Meaning, workplace health and safety, § 11:3

OFFICE OF APPEALS

- Three stages of an appeal, unemployment and reemployment, § 16:3

OVERTIME

- Wages and hours of work, § 5:1

PAID LEAVE

- Generally, § 10:1, 10:2
- No state law right, § 10:2
- Purpose, § 10:1

PAID TIME OFF

- Generally, § 10:2, 10:3
- No right to unpaid time off, § 10:3
- Purpose, § 10:2

PARAMEDICS

- Public employment, legislative presumptions, protecting, § 14:4

PAYMENT

- Direct deposit, wages and hours of work, § 5:4
- Overtime, wages and hours of work, § 5:1
- Paid leave
 - Generally, § 10:1, 10:2
 - No state law right, § 10:2
 - Purpose, § 10:1
- Paid time off
 - Generally, § 10:2, 10:3
 - No right to unpaid time off, § 10:3

INDEX

PAYMENT—Cont'd

Paid time off—Cont'd

Purpose, § 10:2

PERFORMANCE

Specific, Florida contract law, § 3:4

PLEADINGS

Claims or defenses, litigation, Florida Rules of Civil Procedure, § 17:3

PRIVATE-SECTOR WHISTLE-BLOWER ACT

Retaliation, coercion, or harassment of workers, § 6:1

PROTECTION

Labor groups

Generally, § 4:1 to 4:7

Apprenticeships, § 4:4

Child Labor Laws, § 4:5

Definitions, § 4:1

Florida's Gig Economy, § 4:2

Florida's Labor Pool Act, § 4:3

Migrant labor, § 4:6

Minority groups, Chapter 450, Florida Statutes, § 4:7

PUBLIC EMPLOYEES RELATIONS

Public employment, laws regulating, commission, § 14:9

PUBLIC EMPLOYMENT

Generally, § 14:1 to 14:9

Employees, § 14:8

Relation, § 14:9

Employment screenings, § 14:7

Florida Administrative Procedures Act, application, § 14:5

Florida Heart/Lung Bill, § 14:2

Hepatitis, § 14:3

Legislative presumptions, protecting

Emergency medical technicians, § 14:4

Firefighters, § 14:4

Law enforcement officers, § 14:4

Paramedics, § 14:4

Meningococcal Meningitis, § 14:3

Public officers, § 14:8

Sovereign immunity, § 14:6

Tuberculosis, § 14:3

Workplace injuries, § 14:1

PUBLIC OFFICERS AND EMPLOYEES

Public employment, § 14:8

REASONABLE MATTERS

Accommodations

Generally, § 9:1, 9:2

REASONABLE MATTERS—Cont'd

Accommodations—Cont'd

Federal law, same under Florida Civil Rights Act, § 9:2

Purpose, § 9:1

REEMPLOYMENT ASSISTANCE APPEALS COMMISSION

Three stages of an appeal, unemployment and reemployment, § 16:3

RESCISSION

Florida contract law, § 3:3

RESTRICTIVE COVENANTS

Hiring rules and regulations, § 2:4

RETALIATION, COERCION, OR HARASSMENT OF WORKERS

Generally, § 6:1 to 6:13

Abortion, refusing to assist or perform, retaliation, § 6:11

Blacklisting, against workers, § 6:4

Boycotts, participation, retaliation, § 6:5

“Cancel culture,” against workers, § 6:4

Denying employee seat or opportunity to sit, § 6:10

Discharge claims, workers' compensation, § 6:2

Disclosing information, current or former employee, § 6:6

Florida's Private-Sector Whistle-Blower Act, § 6:1

Intimidation claims, workers' compensation, § 6:2

Jury duty, retaliation, § 6:9

Other forms, § 6:13

Retaliatory discharge, § 6:13

Sickle-cell anemia, retaliation, § 6:7

Sickle-cell traits, retaliation, § 6:7

Strikes, § 6:3

Voting, for or against preferred candidate or issue, retaliation, § 6:12

Witness, retaliation, § 6:8

Wrongful combinations, against workers, § 6:4

RETALIATORY DISCHARGE

Retaliation, coercion, or harassment of workers, § 6:13

RETIREMENT

Generally, § 12:1 to 12:4

Benefits available, eligible retired employees, § 12:3

Florida retirement laws, § 12:4

Requirements, qualifying for employee benefits, § 12:2

Residency, inapplicability of Florida law, § 12:1

Retirement plans, wages and hours of work, § 5:8

Wages and hours of work, § 5:8

SCHEDULE

Wages and hours of work, § 5:1

SICKLE-CELL ANEMIA

Retaliation, coercion, or harassment of workers, § 6:7

INDEX

SICKNESS OR ILLNESS

- Sickle-cell anemia

 - Retaliation, coercion, or harassment of workers, § 6:7

- Sickle-cell traits

 - Retaliation, coercion, or harassment of workers, § 6:7

SLANDER OF TITLE

- Employment law torts, § 15:4

SOVEREIGN IMMUNITY

- Public employment, § 14:6

SPECIFIC PERFORMANCE

- Florida contract law, § 3:4

STATE LAW

- Role, collective bargaining, § 13:1

STOCK AND STOCKHOLDERS

- Employee ownership, wages and hours of work, § 5:8

STRIKE OR STRIKING

- Retaliation, coercion, or harassment of workers, § 6:3

TERMINATION

- Discharge claims, workers' compensation retaliation, § 6:2

- Retaliatory discharge, retaliation, coercion, or harassment of workers, § 6:13

TORT LAW

- Assault, employment law torts, § 15:5

- Battery, employment law torts, § 15:6

- Defamation, § 15:4

- Employment law

 - Generally, § 15:1 to 15:7

 - Assault, § 15:5

 - Battery, § 15:6

 - Defamation, § 15:4

 - Immunity, employer from claims of employee, § 15:7

 - Libel, § 15:4

 - Negligent hiring, § 15:1

 - Negligent infliction of emotional distress, § 15:2

 - Negligent misrepresentation, § 15:3

 - Negligent retention, § 15:1

 - Slander of title, § 15:4

 - Tortious interference, contractual relationship, Florida contract law, § 3:5

- Immunity, employer from claims of employee, § 15:7

- Libel, § 15:4

- Negligent hiring, § 15:1

- Negligent infliction of emotional distress, § 15:2

- Negligent misrepresentation, § 15:3

- Negligent retention, § 15:1

- Slander of title, § 15:4

TORT LAW—Cont'd

Tortious interference, contractual relationship, Florida contract law, § 3:5

TORTIOUS INTERFERENCE

Contractual relationship, Florida contract law, § 3:5

TRAINING

Jobs, hiring rules and regulations, § 2:6

TUBERCULOSIS

Public employment, § 14:3

UNEMPLOYMENT COMPENSATION

Generally, § 16:1 to 16:5

Assistance, reemployment, § 16:1

Award of unemployment compensation, how it is made, § 16:2

Benefits, unemployment, § 16:1

Chapter 443, Florida Statutes, § 16:5

Denial of unemployment compensation, how it is made, § 16:2

Three stages of an appeal, § 16:3

District court of appeal, § 16:3

Office of appeals, § 16:3

Reemployment assistance appeals commission, § 16:3

Unemployment and reemployment, § 16:1

Unemployment and workers' compensation, § 16:4

UNIONS

Florida Labor Union Law

Unions and collective bargaining, § 13:3

Strikes, collective bargaining, § 6:3

UNIONS AND COLLECTIVE BARGAINING

Generally, § 13:1 to 13:3

Florida Labor Union Law, § 13:3

Limitations, § 13:2

Regulations

Collective bargaining, § 13:1

Unions, § 13:1

Rights, § 13:2

Role of state law, federal law, § 13:1

UNLAWFUL EMPLOYMENT PRACTICES

Charge, discrimination, human relations; Florida commission, § 7:2

Complaint, discrimination, human relations; Florida commission, § 7:2

UNPAID WAGES

Litigation, attorney's fee award

Appeals, § 5:7

Determination, § 5:6

Entitlements, § 5:5

INDEX

VOTERS AND VOTING

For or against preferred candidate or issue, retaliation, coercion, or harassment of workers, § 6:12

WAGES AND HOURS OF WORK

Generally, § 5:1 to 5:9

Direct deposit, payments, § 5:4

Employee stock ownership, § 5:8

Equal pay act, § 5:3

Extra pay, § 5:1

General labor relations, Chapter 448, Florida Statutes, § 5:9

Legal day's work, § 5:1

Minimum wages, state of Florida, § 5:2

Overtime, § 5:1

Retirement plans, § 5:8

Unpaid wages, attorney's fees

Appeals, § 5:7

Determination amount, § 5:6

Entitlement, § 5:5

Wage rate, discrimination based on sex prohibited, § 5:3

WITNESSES

Retaliation, coercion, or harassment of workers, § 6:8

WORKERS' COMPENSATION

Florida's workers' compensation law, § 11:6

Unemployment and reemployment, § 16:4

Workplace health and safety, § 11:6

Retaliation, discharge or intimidation, § 6:2

Unemployment and reemployment, § 16:4

WORKFORCE SERVICES

Florida contract law, § 3:6

WORKPLACE HEALTH AND SAFETY

Generally, § 11:1 to 11:6

Florida's occupational disease statute, § 11:5

Florida's workers' compensation law, § 11:6

Hazardous exposure

Claims, § 11:4

Meaning, § 11:3

Heat exposure, § 11:2

Introduction, § 11:1

Occupational disease

Claims, § 11:4

Meaning, § 11:3

WORKPLACE INJURIES

Public employment, § 14:1