

PREFACE

I write during a unique time in the history of Florida labor and employment. Beginning about two years ago, pundits started writing about what they call “The Great Resignation,” or “The Big Quit.” It seems people are changing jobs in record numbers, and some able-bodied workers are leaving the workforce altogether. Reasons for this vary, and pundits do not agree. But one thing seems certain: the modern workplace is changing in response. In the past, it was a criticism to say that a worker just “phoned it in.” Now, employers offer “telework” in hopes of attracting applicants. In the past, employers scoffed at advice given to employees in books such as Tim Ferriss’ *The Four Hour Workweek* to seek telework as a way to travel, see the world, and enjoy “mini-retirements” while still getting a paycheck. Today, employers offer such “job benefits” to even entry-level workers in certain industries. In other industries, the inability to find ready, willing, and able employees has hastened automation. Fast-casual restaurants like Steak ‘n Shake used to separate themselves from fast food restaurants by offering table service. Today, Steak ‘n Shake and so many other fast-casual restaurants do not offer table service, and insist that orders be input into touch screen computers operated by the customers themselves. Where once there was employment for entry-level workers, now there are just machines doing the work, aided only by the customers themselves.

How will Florida law adapt to this changing labor and employment environment? That question helped motivate me to write this book. Here, I do not attempt to tackle federal laws and regulations. Instead, the goal of this book is to cover Florida laws relevant to the regulation of labor and employment in this state. Although federal labor and employment laws affect nearly every aspect of employment in Florida, Florida law contains a plethora of additional and sometimes unique requirements for Florida’s employers and employees. I believe you may find that *Florida Labor and Employment Law* is a concise yet thorough exploration of all relevant Florida Statutes and Florida Administrative Code provisions that affect those who employ others or who work as employees in the State of Florida. The intended audience is my fellow Florida labor and employment attorneys. The intended use is as a reliable resource for all those giving Florida labor and employment advice or litigating such claims in Florida state and

federal courts.

So I offer this word of thanks to those of you who have purchased this book, or used it, or have taken part in this labor and employment law system of ours. No system of earthly justice will ever be perfect. I express my thanks to the voters, legislators, lawyers, litigants and judges who try every day to make this system as perfect as human frailty will allow. Speaking of thanks, indulge me for a moment as I express my gratitude to those who supported this endeavor of mine. I thank my Bernadette for being the world's best wife and mother; my children Patrick James and Madeleine Marie for making my and Bernadette's world a better place; my sister Alice Rose and my brother-in-law Steve who always root for me in my every endeavor; my Aunt Isabel whose kindness to me seems to never end; my in-laws Jim and Alice Behan who are the perfect grandparents to our children; my editorial team at Thomson Reuters Westlaw; and all my other friends and family too numerous to mention who gave me their moral support during this ongoing endeavor. I offer a special word of thanks to the lawyers of our state who fight for justice every day. Above all, I thank my Lord and Savior for the mercy He shows me, the ability He gives me to write this book, and for all His other gifts to me, none of which I deserve. Those who need proof that our merciful Lord bestows His blessings even upon the undeserving need look no further than me.

Hopefully this book will serve its purpose of speeding you through your legal research so you can spend less time on the law and more time with your loved ones. As always, please keep your comments and suggestions coming. Call, text or email me anytime. I always enjoy hearing from my readers. I will answer any legal questions you may have (assuming I know the answer). Thank you for relying upon my book. I hope it serves you well. May God continue to bless us all.

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NOTE: This edition reflects all relevant legislative enactments and appellate case law decisions that were final as of May 30, 2025.