

FALL 2023

COMPLIANCE UPDATE

Follow links to download forms and learn more about individual changes.

FL MINIMUM WAGE

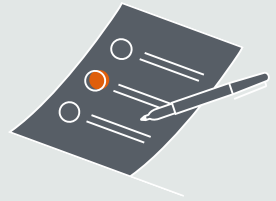


The Florida minimum wage has been raised to \$12.00 per hour effective 09/20/23. It is scheduled to increase by \$1.00 every September 30th until reaching \$15.00 per hour on September 30, 2026.

[DOWNLOAD POSTER](#)

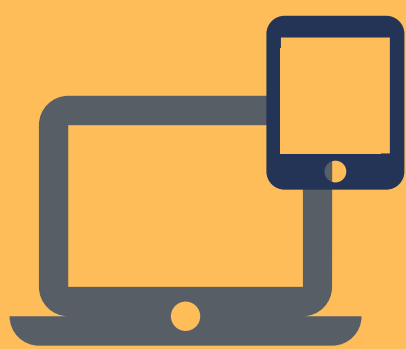
UPDATED FORM I-9 AVAILABLE

The redesigned Form I-9, Employment Eligibility Verification, was made available on 8/1/23 and must be used for all new hires no later than 11/1/23. The updated form has several changes and puts Sections 1 and 2 on a single-sided page. No need to redo a form for current employees, only new hires.



[DOWNLOAD FORM I-9](#)

[FORM I-9 INSTRUCTIONS](#)



[ENROLL IN E-VERIFY](#)

E-VERIFY IN FLORIDA 25+ EMPLOYEES

Florida Employers with 25 or more employees must enroll in E-Verify, a web-based system for confirming the eligibility to to in the United States. Employers must begin using this system by 07/01/23. This only applies new employees.

PWFA 15+ EMPLOYEES

The Pregnant Workers Fairness Act (PWFA) requires covered employers provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth or related medical conditions, as long as this does not cause the employer an undue hardship. The PWFA went into effect 06/27/23.



[LEARN MORE](#)



[FLSA PROTECTIONS](#)

PUMP ACT

The PUMP, Providing Urgent Maternal Protections for Nursing Mothers, Act provides workplace protections for employee to express breast milk at work. This includes break times to pump and a private place to pump at work. The new law went into effect 04/28/23.