

2025/2026

*Florida Small Business Employers face
new HR laws in 2025–2026—don't let
noncompliance cost you dearly.*



- ✓ **Minimum Wage Increase – Sept 30, 2025 & Sept 30, 2026**
Minimum wage: \$14/hr (2025), \$15/hr (2026)
Tipped wage: \$10.98/hr (2025), \$11.98/hr (2026)
- ✓ **Youth Employment – Effective July 1, 2024 (HB 49)**
Minors (16–17) can now work unlimited hours with approval; must get 30-min break every 4 hours. Adjust schedules accordingly.
- ✓ **E-Verify Compliance Enforcement – Began July 1, 2024**
Employers (25+ employees) must use E-Verify or face \$1,000/day fines. Applies to all industries.
- ✓ **Workers' Compensation – Effective Jan 1, 2025**
Florida requires full reimbursement for medical care and transport only for work-related injuries.
- ✓ **Local Rule Preemption – In Effect July 1, 2024 (HB 433)**
Cities/counties can't set local wage, heat, or scheduling rules; state law overrides them.
- ✓ **SB 606 Restaurant Fee Transparency – July 1, 2026**
Restaurants must clearly disclose all service charges—mandatory or optional—on menus, receipts, and signs.
- ✓ **Pending: HB 535 – Gratuity Limits (**Under Review**)**
Would ban automatic charges for parties of six or less; **still pending.**
- ✓ **Protected Series LLCs – Effective July 1, 2026**
Businesses can form Protected Series LLCs with separate assets and liabilities—ideal for multi-location restaurants.
- ✓ **Third-Party Delivery Regulation – Senate Bill 676**
Florida's SB 676 (Apr 2024) requires delivery apps to get restaurant consent, disclose fees, and not change prices without permission.
- ✓ **OSHA Updates for 2025**
OSHA 2025 raises fines, targets high-risk sites, and offers small business penalty cuts.



HR Checklist.

*Floridian Small Business Owners pay **millions annually in fines and penalties.***
Don't be one of them.

- ✓ **Fair Labor Standards Act (FLSA)**
Misclassification triggers IRS audits, back taxes, and penalties averaging \$8,000–\$15,000 per case. Classify employees correctly now.
- ✓ **Wage & Hour Violations (Overtime, Min Wage)**
Wage violations cause lawsuits with average fines over \$5,000, plus back pay. Track hours carefully, pay correctly.
- ✓ **Incomplete or Missing I-9 Forms**
ICE fines average \$1,500–\$3,500 per missing or incorrect I-9. Complete forms within three days or pay dearly.
- ✓ **Missing Required Posters**
OSHA fines up to \$1,000 per missing poster. Employers must post all required notices prominently, or risk penalties.
- ✓ **Ignoring Harassment or Discrimination Complaints**
Ignoring harassment leads to costly EEOC suits averaging \$20,000–\$50,000 settlements. Investigate complaints immediately to avoid lawsuits.
- ✓ **No Handbook / Unclear Policies**
No handbook means inconsistent discipline and \$10,000–\$30,000 lawsuit risks. Implement clear policies and update regularly to protect.
- ✓ **Improper Background Checks**
FCRA violations average \$1,000–\$2,500 per case, plus costly class actions. Always get consent and follow legal screening rules.
- ✓ **Inconsistent Discipline or Retaliation**
Retaliation claims cost \$25,000–\$100,000 in settlements. Apply discipline fairly and document every action to reduce risk.
- ✓ **Denying Protected Leaves (Military, Jury, Pregnancy)**
Denying jury, military, or pregnancy leave risks \$5,000–\$25,000 fines plus lawsuits. Provide all required leaves to employees.
- ✓ **Poor Recordkeeping (Payroll, Hours, Safety)**
Poor records cause \$2,000–\$5,000 fines and back pay orders. Maintain accurate payroll, hours, and safety logs carefully.

HR Law.



Top Ten Most Important **HR Laws** For Florida **Small Business.**

- ✓ **Fair Labor Standards Act (FLSA)**
Sets rules for minimum wage, overtime, and classification. All employers must track hours and pay 1.5x overtime for non-exempt employees after 40 hours.
- ✓ **Florida Minimum Wage Act**
Florida's minimum wage is \$13/hour in 2025. It rises yearly. Employers must comply and display the updated wage poster in the workplace.
- ✓ **Immigration Reform and Control Act (Form I-9)**
Requires all employers to verify employee eligibility within three business days using Form I-9. Maintain copies for all employees to avoid penalties.
- ✓ **Florida E-Verify Mandate (SB 1718)**
Florida businesses with 25+ employees must use E-Verify for new hires. Keep documentation for audits and proof of compliance for three years.
- ✓ **Title VII of the Civil Rights Act of 1964**
Bans discrimination based on race, religion, sex, or nationality. Applies to employers with 15+ employees. Small employers should still follow best practices.
- ✓ **Americans with Disabilities Act (ADA)**
Requires reasonable accommodations for qualified workers with disabilities. Applies to employers with 15+ employees. Document all interactive accommodation efforts.
- ✓ **Florida Child Labor Law (F.S. Chapter 450)**
Limits work hours and duties for minors. Employers must post notices and track minor employees' age, hours, and permitted job functions.
- ✓ **Florida Reemployment Assistance Program Law**
Employers paying \$1,500+ in wages quarterly must register and file unemployment tax. Respond to claims promptly to avoid increased rates.
- ✓ **Florida Whistleblower Act (F.S. 448.102)**
Protects employees who report illegal activities. Applies to businesses with 10+ employees. Prohibits retaliation, firing, or discipline for lawful reporting.
- ✓ **New Hire Reporting Law (42 U.S.C. § 653a)**
All employers must report new hires to the Florida Department of Revenue within 20 days to assist in child support enforcement.