

14-B | WHAT ARE THE ADVANTAGES OR DISADVANTAGES OF THE LOCAL LAW?

None of the ordinances provide for compensation, but some carry a penalty of a fine to your employer. However, several cities have ordinances which permit complaints to be filed against employers smaller than the statutory minimum of fifteen as provided by the FCRA

(http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=Ch0760/ch0760.htm) .

For example, Orlando and St. Petersburg define an employer as any person who has more than five full-time employees working more than thirty hours a week, or more than ten employees irrespective of the number of hours per week, in each of thirteen calendar weeks per year.¹⁰⁸ Metropolitan Dade County defines an employer as a person with five or more employees for four or more calendar weeks per year.¹⁰⁹

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Footnotes

¹⁰⁸ City Code Orlando (Fla.) § 57.01 (6) (2004), St. Petersburg City Code (Fla.) § 15-22 (2005).

¹⁰⁹ Metropolitan Dade County Code § 11A-25 (2004).

