



FCRA WAGE PROJECT
CHAPTER 14: LOCAL ORDINANCES: DOES MY CITY HAVE ITS OWN
LAWS ABOUT SEX DISCRIMINATION?
[ALL-IN-ONE DOCUMENT]

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CHAPTER: 14 LOCAL ORDINANCES: DOES MY CITY HAVE ITS OWN
LAWS ABOUT SEX DISCRIMINATION?

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ITEMS: A through D



14-0 | CHAPTER INTRO - LOCAL ORDINANCES: DOES MY CITY HAVE ITS OWN LAWS ABOUT SEX DISCRIMINATION?

- a. What are the differences between local and state law?
- b. What are the advantages or disadvantages of the local law?
- c. What is the procedure of filing a local claim?
- d. What are the remedies under the local law?

(unknown authors)



14-A | WHAT ARE THE DIFFERENCES BETWEEN LOCAL AND STATE LAW?

Several cities and counties in Florida have ordinances with provisions similar to (and in some cases, explicitly referencing) the FCRA (http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=Ch0760/ch0760.htm) and Title VII of Federal Law. Metropolitan Dade County, Palm Beach County, West Palm Beach, Jacksonville, Orlando, St. Petersburg, and Tampa all have such ordinances, as well as city boards of equal opportunity or human relations.

(unknown authors)

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).



14-C | WHAT IS THE PROCEDURE OF FILING A LOCAL CLAIM?

You must file a complaint with the local commission on human relations in that locality. Contact the local commissions for instructions on how to do so.

Here are the websites for some of the local commissions:

Jacksonville:

<http://www.coj.net/Departments/Human+Rights+Commission/default.htm>

Orlando:

<http://www.cityoforlando.net/executive/ohr/index.htm>Tampa

Tampa:

http://www.tampagov.net/dept_community_affairs/human_rights/Index.asp

Palm Beach County:

<http://www.co.palm-beach.fl.us/PubInf/Dept&Div/CommunityServ/OEO.htm>

St. Petersburg:

<http://www.stpete.org/hrdivision.htm>

Miami-Dade County:

<http://www.miamidade.gov/eob/home.asp>

(unknown authors)

14-D | WHAT ARE THE REMEDIES UNDER THE LOCAL LAW?

The ordinances themselves do not provide remedies, other than conciliation.

(unknown authors)

APPENDIX



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