

Florida Senate Considers Proposal Mandating Disclosure of Employment Contracts to Employees

Article

Lowndes

10.09.2023

SB 40, a proposed bill sponsored by Florida Senator Linda Stewart, would create a new statutory obligation for employers to provide a copy of an employment contract upon request by the employee.

SB 40 specifies that the disclosure right will be available to current full time, part time, and contract employees, but it does not contain a carved-out definition of the term “employer,” which is currently defined in Florida’s labor statutes—Chapter 448, *Florida Statutes*—as those having ten or more employees.

Consequently, while SB 40 is unlikely to affect smaller employers, those with ten or more employees will likely be obligated to disclose a current employee’s employment contract upon their request beginning July 1, 2024 if SB 40 is passed.

The Lowndes Litigation Group will continue to monitor and follow SB 40 as it makes its way through the legislature. If you have questions about your company’s employment contracts or how SB 40 could affect your existing workplace policies, contact **Melody Lynch** or **Griffin Giroux**.

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