

1                   A bill to be entitled  
 2           An act relating to employment discrimination; amending  
 3           s. 760.02, F.S.; including an unpaid intern within the  
 4           definition of the term "employee" for purposes of the  
 5           Florida Civil Rights Act of 1992; providing an  
 6           effective date.

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 8   Be It Enacted by the Legislature of the State of Florida:

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 10           Section 1. Subsections (7) through (11) of section 760.02,  
 11   Florida Statutes, are renumbered as subsections (8) through  
 12   (12), respectively, and a new subsection (7) is added to that  
 13   section to read:

14           760.02 Definitions.—For the purposes of ss. 760.01–760.11  
 15   and 509.092, the term:

16           (7) "Employee" includes an unpaid intern. An unpaid intern  
 17   is a person who performs work for an employer under the  
 18   following circumstances:

19           (a) The employer is not committed to hiring the intern at  
 20   the conclusion of the intern's tenure.

21           (b) The employer and the intern agree that the intern is  
 22   not entitled to wages for the work performed.

23           (c) The work performed:

24           1. Supplements training given in an educational  
 25   environment that may enhance the employability of the intern.

26           2. Provides experience for the benefit of the intern.

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27        3. Does not displace regular employees.

28        4. Is performed under the close supervision of existing  
29 staff.

30        5. Provides no immediate advantage to the employer  
31 providing the training and may occasionally impede the  
32 operations of the employer.

33        Section 2. This act shall take effect July 1, 2015.