

1 A bill to be entitled
 2 An act relating to public records; amending s.
 3 448.046, F.S.; providing an exemption from public
 4 records requirements for certain information relating
 5 to certain leave requested by an employee who has a
 6 family or household member who is a homicide victim;
 7 providing for future legislative review and repeal;
 8 providing a statement of public necessity; providing a
 9 contingent effective date.

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

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 13 Section 1. Subsection (8) is added to section 448.046,
 14 Florida Statutes, as created by HB 233, 2023 Regular Session, to
 15 read:

16 448.046 Employment accommodations for family or household
 17 members of homicide victims.—

18 (8)(a) The following information held by an employer that
 19 qualifies as an agency, as defined in s. 119.011, is
 20 confidential and exempt from s. 119.07(1) and s. 24(a) of Art. I
 21 of the State Constitution:

22 1. Any personal identifying information of an employee
 23 that is contained in the records documenting a homicide which
 24 the employee provides to the employer.

25 2. An employee's written request for leave under this

26 section and the employee's time sheet if it reflects the
27 requested leave, for at least 1 year after the leave is taken.

28 (b) This subsection is subject to the Open Government
29 Sunset Review Act in accordance with s. 119.15 and shall stand
30 repealed on October 2, 2028, unless reviewed and saved from
31 repeal through reenactment by the Legislature.

32 Section 2. The Legislature finds that it is a public
33 necessity that the personal identifying information, timesheet,
34 and written request for leave by held by employers for employees
35 who are requesting leave after a family or household member is
36 the victim of a homicide be exempt from public records
37 requirements. Such employees are at a heightened risk of
38 physical and emotional harm from perpetrators of the homicide
39 and the harm that may result from the release of the employee's
40 personal identifying information, timesheet, and written request
41 for leave outweighs any public benefit that may be derived from
42 the disclosure of such information.

43 Section 3. This act shall take effect on the same date
44 that HB 233 or other similar legislation takes effect, if such
45 legislation is adopted in the same legislative session or an
46 extension thereof and becomes law.