

FACT SHEET REGARDING STATE OF FLORIDA HOUSE BILL 433

Impact to current and future procurement of Miami-Dade County service contracts and concession agreements at Miami International Airport subject to the Living Wage, and County security guard contracts subject to Living Wage and Paid Sick Leave requirements.

What it is:

In April of 2024, State of Florida House Bill 433 was enacted amending Section 218.077, Florida Statutes which will prohibit the County from requiring minimum wage or employment benefits (Living Wages and Paid Sick Leave) for employees performing work on its contracts awarded on or after September 30, 2026.

What it does:

Effective September 30, 2026, Living Wage will not apply to new service contracts or MIA concession agreements and Paid Sick Leave will not apply to new Security Guard service contracts.

- Employers awarded Living Wage type contracts or concession agreements entered into after September 30, 2026, will only be required to pay workers the State of Florida minimum wage, unless the job is covered by a union collective bargaining agreement that requires employers to pay higher wages and standards.
- On September 30, 2026, Florida's minimum wage will increase to \$15.00 per hour. In 2027, the State minimum wage will be adjusted annually for inflation.

What remains the same:

- Living Wage and Paid Sick Leave for Security Guard contracts will continue to apply to current service contracts or MIA concession agreements awarded prior to September 30, 2026.
- Bid prices for contracts to be awarded prior to September 30, 2026 should consider costs of paying Living Wage to employees and/or providing Paid Sick Leave for the term of the contract.
- Covered Employers must continue to pay the annually indexed Living Wage rate in effect at the time the work is performed.
- The Living Wage rate will be indexed annually to inflation as defined by the Consumer Price Index as required by the Code on October 1. The Living Wage rates are available on SBD's website at <https://www.miamidade.gov/global/business/smallbusiness/living-wage.page>

Who to contact for assistance:

Laurie Johnson, Acting Director of the Office of Small Business Development at 305-375-3111.