



The Florida Competitive Workforce Act

ISSUE: The Competitive Workforce Act is bi-partisan legislation that promotes fairness and modernizes state law by banning anti-gay and gender-based discrimination. While it is illegal to discriminate in employment, housing and public accommodations based on race, color, religion, sex, national origin, age, handicap or marital status, state law does not protect individuals from discrimination based on sexual orientation and gender identification.

SUMMARY: Top employers in the state have united to form *Florida Businesses for a Competitive Workforce*, a 501c(4) coalition that aims to grow Florida's economy by attracting and retaining the best workers to the state with the promise of equal opportunity employment.

BACKGROUND: Recruiting and retaining talent is critical to the state's long-term business success, and coalition members understand that Florida employers must attract qualified and diverse applicants who reflect the diverse population of the state. The link between strong anti-discrimination laws and the ability to draw the best and the brightest is the reason that 84 percent of the nation's largest companies have adopted comprehensive anti-discrimination policies that include sexual orientation and gender identity.

A July 2013 poll conducted by The Tarrance Group found:

- Nearly all (93 percent) of those surveyed agreed that all hardworking people, including gays and lesbians, should be treated fairly and protected in the workplace.
- Three out of every four people surveyed thought it was already illegal to fire, refuse a business service, and refuse to rent an apartment or house to someone because they are gay, lesbian, bisexual and transgender.
- More than half (56 percent) of those surveyed said they would be more likely to vote for a state legislator who voted "yes" in favor of adding sexual orientation and gender identity to Florida's anti-discrimination laws. Another 18 percent said they were unsure or it would not make a difference.

A March 2013 poll conducted by the Bob Graham Center for Public Service in collaboration with the University of Florida's Bureau of Economic and Business Research found:

- Seventy-three (73) percent of the respondents support the Competitive Workforce Act.

REQUEST: Members of the *Florida Businesses for a Competitive Workforce Coalition* ask for your favorable support of the Competitive Workforce Act. For additional information, please visit our website at www.FLCompetitiveWorkforce.com, or contact Christina Johnson, coalition communications director, at (850) 391-5040 or via email at Christina@On3PR.com.



COALITION MEMBERS



**Altamonte Springs**

Brockman Insurance Group
Ignacio Hidalgo MD PA
MaidPro
Marc It Sold!
Meehle Law
Plaza Property Services LLC
Saul Cornell Violins

Bartow

Tim Jones Barbershop

Bonita Springs Alicia

Furniture
Bondi Blu Boutique
Bonita Springs Bead Shop
CA Custom Designs
Contemporary Style
DaVinci Teeth Whitening
Ecig
Eric Allen Group, LLC
Heavenly Vapor, LLC
Little Boutique by Jeanne
Power Mobile
Sunglass Lady
The Vintage Perfumista
Touched By An Angel
Young At Heart

Brandon

Out Staff

Cape Canaveral

Charles Haelaar Studio
Crazy Cuz's Custom Creation
Euro Kafe

Cape Coral

Backstreets Sports Bar
Colvia LLC
De Leon Cleaning/ Janitorial LLC
Dixie Roadhouse
Grayson Rogers LLC
Rack'Em Billiards
Rockade
The Dek
Tubby's City Hangout
Twin Mavericks LLC
Www.SparkUpSuccess.com

Clearwater

Cristino's Coal Oven Pizza

Coconut Grove

Pointe Group Advisors

Coral Gables

Acqua Boutique
Anton Acero Beauty Studio
Art Room Inc
Bloom
Catholic Law Students Association,
University of Miami
Coral Gables Chamber of Commerce
Coral Gables Congregational Church
Cruiseport Destinations
Edoardo Borrelli
Greenlife Organic Bistro
Hotel Chateau Bleau
Ina Young LLC
Keeping the Books, Inc
La Bella Salon
Pazarella Hair Design Boutique
The Golden Triangle
Transformation Dynamix

Dade City

Sawmill Resort and Campground

Deland

Hollmann Mixed Media

Fernandina Beach

Music by Pegge LLC

Fleming Island

My Pepper Jelly
Vintage Furniture Paint

Fort Lauderdale

Coastal Preferred Properties
Dickey Consulting Group
H & H Jewels
Intercity Taxi
Landscapes by Jared, LLC
Michael Kimmey, PA

Fort Myers

John Michael's Photography
The Gathering Place
Visuality

Gainesville

Community Outreach Relief Effort,
Incorporated
Humble Pie
Whey Natural! USA

Gulfport

Marius Moore Photography

Holiday

Moon Bay Glass

Jacksonville

#igersjax
5 Points Antiques
AIDS Healthcare Foundation
All About Events Jacksonville LLC
Avondale United Methodist Church
Avondale Wealth Advisors
Baby's Close-Up 3D/4D Ultrasound Theater
Beer:30 Inc.
Birdies Five Points
Black Sheep Restaurant
Bobbie G. O'Connor & Associates
C.A.S.K.
Catering by Liz Grenamyer
Chamblin's Uptown
Character Counts! in Jacksonville
City Xtra Magazine
Corner Taco
Diversions Specialty Gift Store
Down to Earth Farm
Droubi's Cafe and Sweets
East Coast Transfer LLC
Eco Relics
Edge City
Fans & Stoves Antique Mall
First Coast Multi-Lines Agency
First United Methodist Church Jacksonville
Folio Weekly
If True Solutions, LLC
Jacksonville Magazine
Kane Business Solutions
Kris Graham Photography
Mackoul Rentals
Marsh Landing Cleaners
Matthew's Restaurant
mShack
My Well Being
Rain Dogs
Relectromatics
Riverside Avenue Christina Church
Riverside United Church of Christ
Salt & Sol
Southern Roots Filling Station
St. Luke's Community Church
Steven Romero Photography



Sun-Ray Cinema
Sweet Spot Urban Lounge
Sweet Theory Baking Co
The Cummer Museum of Art & Gardens
The Frazier Group
The Jenks House Bed & Breakfast
The STORY of...
Therapy for Living
Uptown Lifestyle Concierge & Excursions
Xero Hour Inc

Jacksonville Beach

Willman Consulting, Inc.
Yoga 4 Change Inc.

Key West

Cocco and Salem Gallery
Financial Resources Management Corp.
The Gardens Hotel

Kissimmee

Earl Harris Photography

Lake Mary

Barbery & Associates, CPA

Lakeland

Arteology
Black Swan Bazaar
Brooke Pottery
Divicious Deli & Coffee Shop, LLC
Downtown Lakeland Partnership
Fresco's Bakery & Bistro
Hattie's Branches Boutique
Iconic ECig Vapor Boutique
Inspire Seeds, LLC
Lakeland Downtown Development
Lifegarden Farm
Maximize Digital Media
Moxie Salon and Day Spa
Palace Pizza Inc.
Red Door Lakeland
Satya Life Yoga
Swan Brewing, LLC
The Purple Onion
Tony's Studio B
Tweetz Fer Dawgs
Two Hens and a Hound
Two Popes LLC
Whimsy Boutique

Largo

Knotty Nanna Handcrafted Macrame & Crochet

Maintland

Vapor Safari LLC

Melbourne

Brain Basket
Jotkoff Financial Group
Scentsy Fragrance
Scisser Me Timbers
Space Coast Progressive Alliance
Tabone's Po Boys

Miami

2 Guys Company
305 Concepts Wynwood LLC
332 Collective
A Bella Casa
Amazon Services Inc.
Arc & Arrow Creative Group
Artemis Designs Miami LLC
Augustin Gainza Fine Cuban and Latin
Azucar Ice Cream
Ball and Chain
Barbie's Autos Corporation
Barlington Group
Beria Parfums
Brickell Mattress
Britto Charette LLC
Caballero Appraisal Services & Associates
Car2Go
Cardon y el Tirano
ChamberSouth
Coconut Grove Building Improvement District
Cole, Scott and Kissane PA
Coyo Taco
CPSB, Inc.
CrepeMaker
Daily Offering Yoga
Danilo Gonzalez Gallery
Design Suites Miami
El Cristo Restaurant
Espacio Corp.
Esquisito Restaurant
Eyes on You Photo Events
Fausto Commercial Realty Consultants
Fireman Derek's Bake Shop
Flash Studios
Fortis Development Group
Fratellino Ristorante
Futurama
Gabriel Productions International
Genuine Hospitality Group
George Ortiz Casting
Golden Desire, Inc.
Granda Entertainment, LLC
Greens Garage

House of Art
I.M. Unique Salon, Inc.
Ibiza Bijoux Corp
Infinity Flowers
Irrera Fashion Boutique
James Whitney Ray Incorporated
John Defarro Event Projects
Junior and Hatter
Keller Williams Real Estate
Kreative Gardens Inc.
Larry Hyer, Inc.
Leonor Murciano Fine Arts
LGBT Creative
Little Havana Cigar Factory
Little Havana To Go
Little Havana Visitors Center
Madeline Beauty Salon Corp
Maderas Rainforest Conservancy
Magnolia Thrift Shop
Marta G Ismail Gallery
Marta Neira Photography
Mega Shoes, Inc.
Mia Animation LLC
Miami Gay and Lesbian Film Festival
Molina Art Gallery Inc
Moyi's Antiques and Collectibles
Obrapia Enterprises, Inc.
Orange Pedal Bicycle Shop
Orshan PA
Panther Coffee
Penner Studio
Peter Tunney Gallery Miami
Pizza Pazza
Pop Communications
R House
Reveal Boutique
Rupees Inc
Santos Fine Art Gallery
Tabelina
The Glamour Concept
Threadcount
Top Cigars
Triverden Creative
Unity on the Bay
Unzueta Gallery
Villamil Contemporary Fine Art
Vitruvian Creative
White Glove Standards Inc.
Windridge Yacht Center
Worldmedia Interactive



Wynwood 250 LLC
Wynwood Business Improvement District
Zak the Baker
Zoffinger Interiors
Miami Beach
729 Meridian Avenue, LLC
Afterglow Marketing
Anna Saulino Jewelry LLC
Benefits Design Resources, Inc
Blue Fin Charters
Collins Park Neighborhood Association
Greater Miami and The Beaches Hotel
Association
Hahne Real Estate
Heather Davis Productions Inc.
Lion Agency
Sobe Miami LLC, Palace Bar
Source Events
South Florida Hispanic Chamber of
Commerce
Southeast Bankers Mortgage Corporations
Strang Adams, PA Attorneys at Law
The Murry Agency
Tio Gazpacho LLC
VangiArt
Miami Shores
Pridelines Youth Services
Miami Springs
66 Films Inc
Micco
Richard Currier Art
Middleburg
Carry On For Our Son Corporation
Miramar
William Kidd Ceramics
Mulberry
Unique Bark, LLC
Wilkerson's Inc
Naples
Adelheidi's Cupcakes
Capriccio Ristorante & Lounge
Daniela's Restaurant
Dennison-Moran Gallery
IM Tapas
S Dimarco Jewelry
The Garden District
The Greek Gourmet --- Naples
Tree of Life Artistic Jewelry
New Port Richey
AB Specialty Pharmacy INC.
People Places LLC

The Cheese Lodge
Newberry
The Flour Pot Bakery
North Bay Village
Sobe Jewelry
North Miami
Bell David Planning Group
Image Plus Graphics
Laser Light Litho Corp
North Miami Beach
Aids Healthcare Foundation
Oakland Park
Hotspots Media Group
Ocala
Grafito, Inc.
Ocala Rehabilitation Associates, PA
The Organic Chef Foods
Ocoee
Katherine Matterson Sculpture
Orange Park
North Florida Biomedical Services, Inc.
SCBTwo
Urbach Law Group
Orlando
BMC Consulting
Diana Marie Events
Don Jefe's
Ego Lab
Gayle A. Owens Law, P.A.
Heavenly Inkz Tattoo
High Roller E Cigs and Vapor
Jonathans Super Shine & Shoe Repair
Law Offices of George E. Carr, P.A
Olde 64
Orlando Hold 'Em
Quick Drop of Orlando
Realm Tattoos
Suarez Law Group
Sugarbuzz Dezert Company
Superior Craftsman Services, LLC
The Dubliner
The Rusty Spoon
Whiskey Dicks
Palm Bay
Animal Love Inc.
Operation Tupperware
Rex Mullen Realtor
Palm Coast
Robert G. Cuff, P.A.
Panama City Beach
Jae's Sinful Delights, Bakery and Cake Shop

Pembroke Pines
CareerXChange Inc.
Pensacola
First Day Ent
Kreg Yingst Art
Plantation
Black Tie Publishing
Ponte Vedra Beach
Happy Cow Cuisine Vegan and Vegetarian
Meals
Medure
Zany Du Designs
Port St. Lucie
Weber Watercolors
Riverview
Saxony Farms
Rockledge
Mrs. Mango and Company LLC
Safety Harbor
John Mascoll Artist
Sanford
David Sculptures
South Miami
South Florida Gay Wedding Corp
South Pasadena
Su Allen Sculpture
St. Augustine
Big Island Bowls
FirstCoast Metropolitan Community Church
St. Petersburg
Edge of 9
Enigma
Law Offices of William K. Saron, P.A.
Smith & Associates Real Estate
Strategic Campaigns LLC
Your Neighborhood Realty
Andersons Networking & Computer Repair
Gay St. Pete House
Rainbow 411
Tampa Bay Bears
Seffner
Act Out
Ken Andrews Photography
Olde World Coffee
Tallahassee
On 3 Public Relations
Tamarac
World Cruises & Travel
Tampa
Aaron Berger PA
Books and More Inc.



Costin Graphics Inc
Cristino's Coal Oven Pizza Tampa
Dave DeLaCruz Painting
Dehra Miotke LLC
DP Photography LLC
Florida Entertainment Group
Florida Wellness Medical Group
Foley Immigration Law
G Bar
Hamburger Mary's
Hillsborough County LGBT Democratic
Caucus
Honey Pot
James Group International
James Law Group
Love Hate Luck Dolls
MC Film Festival Store
NAtiva Accessories Inc.
Office of Diversity, Inclusion and Equal
Opportunity at the University of South
Florida System
One Fine Day, Inc.
PFLAG Tampa
Relentless Gear
Retro Nuevo Jewelry Designs
Spinal Connections of Tampa Bay, LLC
Tampa City Council
Tebella Tea
The Butterfly Queen Dream
The Change Project
The Dogs Bollocks
The Oxford Exchange
Tribeca Color Salon
Two Gals and a Glue Gun, LLC
Urban Body Clothing
Ybor City Wine Bar
Zimmer Accounting Service Incorporated
Temple Terrace
Jessi's Flaming Fruit Sauce
Karmyn's Karaoke
Trinity
GayestStoreOnEarth.com
Wesley Chapel
Santa Monica Honey
West Miami
Patrick Whiteside Consulting
Wilton Manors
Divine Mercy New Catholic Communities
Humpy's Pizza & Cupcakes
Winter Haven
Cypress Cigars

Inside/Out Fitness Co-Op, LLC
Richard's Fine Coffees
Six/Ten, LLC
The Shop
Trent Manning Studio
Winter Park
Falk Research Associates, Inc.
First Alliance Insurance
Gary Lambert Salon and Spa
Gecko CPA Firm
Jen Sauer Art Jenna
Michele Photo
John Whipple Mixed Media
LomasLaw, P.A.
Morgan White-Davis Martinez
Rollins College