

THE FLORIDA SENATE
2024 SUMMARY OF LEGISLATION PASSED
Committee on Commerce and Tourism

CS/CS/HB 49 — Employment

by Local Administration, Federal Affairs & Special Districts Subcommittee; Regulatory Reform & Economic Development Subcommittee; and Rep. Chaney and others (SB 1596 by Senator Burgess)

The bill (Chapter 2024-25, L.O.F.):

- Clarifies that minors 15 years old or younger may not work more than 15 hours in any one week, when school is in session.
- Provides an exception for minors 16 and 17 years to work for more than 8 hours in any one day when school is scheduled the following day and the day of work is a holiday or a Sunday.
- Provides that the cap of 30 hours per week when school is in session for minors 16 and 17 years old may be waived by a minor's parent or custodian or by the school superintendent or designee.
- Allows minors 16 and 17 years old to work more than 6 consecutive days in any one week by lowering the age limitation to minors 15 years old or younger.
- Requires that minors 16 and 17 years old who work for 8 hours or more in any one day may not work for more than 4 hours continuously without an interval of at least 30 minutes for a meal period. The bill retains the limitation that minors 15 years old or younger may not work more than 4 hours continuously without an interval of at least 30 minutes for a meal period.
- Provides that the work restrictions do not apply to:
 - o Minors enrolled in any educational institution, not just public schools, who qualify on a hardship basis and receive a waiver on hours from the school superintendent.
 - o Minors 16 and 17 years old who are in a home education program, or are enrolled in an approved virtual instruction program in which the minor is separated from the teacher by time only.
- Clarifies that the DBPR may grant a waiver of these restrictions.
- Clarifies that a violation by an employer of this section of law is punishable by fine and as a second degree misdemeanor as provided in s. 450.141, F.S.

These provisions were approved by the Governor and take effect July 1, 2024.

Vote: Senate 27-11; House 76-33

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