



THE FLORIDA SENATE

Tallahassee, Florida 32399-1100

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SENATOR JONATHAN MARTIN

33rd District

January 7, 2026

RE: SB 1412 Minimum Wage Requirements

For more than a decade, participation in the workforce among teens and young adults has steadily declined. This bill aims to reverse that trend by encouraging employers to engage with students while they are still pursuing their education and have the safety nets of food, shelter, and insurance provided by their parent(s), offering hands-on experience in industries that may otherwise be inaccessible. Which is why I filed SB 1412 Minimum Wage Requirements.

This legislation is designed to expand educational and workforce opportunities for teens and young adults by allowing voluntary participation in short-term, real-world, job opportunities.

Under the bill, individuals may choose to temporarily opt out of state minimum wage requirements while participating in a short term, structured work-study, internship, preapprenticeship, or real-world job opportunities. These programs must be clearly defined and are limited to no more than nine months or two full-time academic semesters of at least 15 credit hours each.

Participation in these programs is strictly voluntary and intended to provide real-world experience that complements classroom learning, helping young workers build skills, explore career paths, and better prepare for long-term employment.

My colleague Representative Chamberlin has filed HB 221 Minimum Wage Requirements in October of 2025. I am proud to once again work for him on this great legislation.

REPLY TO:

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