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LEGISLATIVE ACTION

Senate	.	House
Comm: FAV	.	
02/27/2024	.	
Floor: 1/RE/2R	.	
03/07/2024 07:10 PM	.	
	.	

The Committee on Rules (Burgess) recommended the following:

Senate Amendment (with title amendment)

Delete everything after the enacting clause
and insert:

Section 1. Section 450.081, Florida Statutes, is amended to
read:

450.081 Hours of work in certain occupations.—

(1) (a) Minors 15 years of age or younger may ~~shall~~ not be
employed, permitted, or suffered to work:

1. Before 7 a.m. or after 7 p.m. when school is scheduled
the following day. ~~Or~~



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12 2. For more than 15 hours in any one week when school is in
13 session.

14 (b) On any school day, minors 15 years of age or younger
15 who are not enrolled in a career education program may ~~shall~~ not
16 be gainfully employed for more than 3 hours, unless there is no
17 session of school the following day.

18 (c) ~~(b)~~ During holidays and summer vacations, minors 15
19 years of age or younger may ~~shall~~ not be employed, permitted, or
20 suffered to work before 7 a.m. or after 9 p.m., for more than 8
21 hours in any one day, or for more than 40 hours in any one week.

22 (2)(a) Minors 16 and 17 years of age may ~~shall~~ not be
23 employed, permitted, or suffered to work:

24 1. Before 6:30 a.m. or after 11 p.m. ~~11:00 p.m.~~ when school
25 is scheduled the following day. ~~or~~

26 2. For more than 8 hours in any one day when school is
27 scheduled the following day, except when the day of work is on a
28 holiday or Sunday.

29 3. For more than 30 hours in any one week when school is in
30 session, minors 16 and 17 years of age shall not work more than
31 30 hours in any one week. However, a minor's parent or
32 custodian, or the school superintendent or his or her designee,
33 may waive the limitation imposed in this subparagraph on a form
34 prescribed by the department and provided to the minor's
35 employer.

36 (b) On any school day, minors 16 and 17 years of age who
37 are not enrolled in a career education program may ~~shall~~ not be
38 gainfully employed during school hours.

39 (3) Minors 15 ~~17~~ years of age or younger may ~~shall~~ not be
40 employed, permitted, or suffered to work in any gainful



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41 occupation for more than 6 consecutive days in any one week.

42 (4) Minors 15 ~~17~~ years of age or younger may ~~shall~~ not be
43 employed, permitted, or suffered to work for more than 4 hours
44 continuously without an interval of at least 30 minutes for a
45 meal period; and for the purposes of this law, a ~~ne~~ period of
46 less than 30 minutes is not ~~shall be~~ deemed to interrupt a
47 continuous period of work. Minors 16 and 17 years of age who are
48 employed, permitted, or suffered to work for 8 hours or more in
49 any one day as authorized by this section may not be employed,
50 permitted, or suffered to work for more than 4 hours
51 continuously without an interval of at least 30 minutes for a
52 meal period.

53 (5) ~~The provisions of~~ Subsections (1)-(4) do ~~shall~~ not
54 apply to:

55 (a) Minors 16 and 17 years of age who have graduated from
56 high school or received a high school equivalency diploma.

57 (b) Minors who are within the compulsory school attendance
58 age limit and who hold a valid certificate of exemption issued
59 by the school superintendent or his or her designee pursuant to
60 ~~the provisions of~~ s. 1003.21(3).

61 (c) Minors enrolled in an ~~a public~~ educational institution
62 who qualify on a hardship basis, such as economic necessity or
63 family emergency. ~~Such determination shall be made by~~ The school
64 superintendent or his or her designee shall make such
65 determination and issue, ~~and a waiver of hours shall be issued~~
66 to the minor and the employer. The form and contents thereof
67 shall be prescribed by the department.

68 (d) Minors 16 and 17 years of age who are in a home
69 education program or are enrolled in an approved virtual



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70 instruction program in which the minor is separated from the
71 teacher by time only.

72 (e) Minors ~~Children~~ in domestic service in private homes,
73 ~~minors children~~ employed by their parents, or pages in the
74 Florida Legislature.

75 (6) The department may grant a waiver of the restrictions
76 imposed by this section pursuant to s. 450.095.

77 (7) ~~(6)~~ The presence of a ~~any~~ minor in any place of
78 employment during working hours is ~~shall be~~ prima facie evidence
79 of his or her employment therein.

80 (8) An employer who requires, schedules, or otherwise
81 causes a minor to be employed, permitted, or suffered to work in
82 violation of this section commits a violation of the law,
83 punishable as provided in s. 450.141.

84 Section 2. This act shall take effect July 1, 2024.

85
86 ===== T I T L E A M E N D M E N T =====

87 And the title is amended as follows:

88 Delete everything before the enacting clause
89 and insert:

90 A bill to be entitled
91 An act relating to the employment of minors; amending
92 s. 450.081, F.S.; removing certain employment
93 restrictions for minors 16 and 17 years of age;
94 revising the age at which certain employment
95 restrictions apply; providing for the waiver of a
96 specified restriction by specified persons;
97 restricting the amount of continuous hours certain
98 minors may work without a break for a minimum



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99 specified time period; providing applicability;
100 authorizing the department to grant a waiver of the
101 restrictions imposed under the act; providing
102 penalties; making technical changes; providing an
103 effective date.