

1 A bill to be entitled
 2 An act relating to employment and curfew of minors;
 3 amending s. 450.081, F.S.; removing certain employment
 4 restrictions for minors 16 and 17 years of age;
 5 revising the age at which certain employment
 6 restrictions apply; amending s. 877.25, F.S.;
 7 prohibiting counties and municipalities from adopting
 8 or enforcing certain ordinances that are more
 9 stringent than state law; providing an effective date.

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11 Be It Enacted by the Legislature of the State of Florida:

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

15 450.081 Hours of work in certain occupations.—

16 (1)(a) Minors 15 years of age or younger may ~~shall~~ not be
 17 employed, permitted, or suffered to work before 7 a.m. or after
 18 7 p.m. when school is scheduled the following day or for more
 19 than 15 hours in any one week. On any school day, minors 15
 20 years of age or younger who are not enrolled in a career
 21 education program may ~~shall~~ not be gainfully employed for more
 22 than 3 hours, unless there is no session of school the following
 23 day.

24 (b) During holidays and summer vacations, minors 15 years
 25 of age or younger may ~~shall~~ not be employed, permitted, or

26 | suffered to work before 7 a.m. or after 9 p.m., for more than 8
 27 | hours in any one day, or for more than 40 hours in any one week.

28 | ~~(2) Minors 16 and 17 years of age shall not be employed,~~
 29 | ~~permitted, or suffered to work before 6:30 a.m. or after 11:00~~
 30 | ~~p.m. or for more than 8 hours in any one day when school is~~
 31 | ~~scheduled the following day. When school is in session, minors~~
 32 | ~~16 and 17 years of age shall not work more than 30 hours in any~~
 33 | ~~one week. On any school day, minors 16 and 17 years of age who~~
 34 | ~~are not enrolled in a career education program shall not be~~
 35 | ~~gainfully employed during school hours.~~

36 | (2)~~(3)~~ Minors 15 17 years of age or younger may ~~shall~~ not
 37 | be employed, permitted, or suffered to work in any gainful
 38 | occupation for more than 6 consecutive days in any one week.

39 | (3)~~(4)~~ Minors 15 17 years of age or younger may ~~shall~~ not
 40 | be employed, permitted, or suffered to work for more than 4
 41 | hours continuously without an interval of at least 30 minutes
 42 | for a meal period; and for the purposes of this law, a ~~no~~ period
 43 | of less than 30 minutes is not ~~shall be~~ deemed to interrupt a
 44 | continuous period of work.

45 | (4)~~(5)~~ The provisions of Subsections (1)-(3) ~~do (1)-(4)~~
 46 | ~~shall~~ not apply to:

47 | ~~(a) Minors 16 and 17 years of age who have graduated from~~
 48 | ~~high school or received a high school equivalency diploma.~~

49 | (a)~~(b)~~ Minors who are within the compulsory school
 50 | attendance age limit who hold a valid certificate of exemption

51 issued by the school superintendent or his or her designee
 52 pursuant to ~~the provisions of~~ s. 1003.21(3).

53 ~~(b)-(e)~~ Minors enrolled in a public educational institution
 54 who qualify on a hardship basis such as economic necessity or
 55 family emergency. ~~Such determination shall be made by~~ The school
 56 superintendent or his or her designee shall make such
 57 determination and issue, ~~and a waiver of hours shall be issued~~
 58 to the minor and the employer. The form and contents thereof
 59 shall be prescribed by the department.

60 ~~(c)-(d)~~ Minors ~~Children~~ in domestic service in private
 61 homes, minors ~~children~~ employed by their parents, or pages in
 62 the Florida Legislature.

63 ~~(5)-(6)~~ The presence of a ~~any~~ minor in any place of
 64 employment during working hours is ~~shall be~~ prima facie evidence
 65 of his or her employment therein.

66 (6) Minors 16 and 17 years of age may be employed,
 67 permitted, or suffered to work the same number of hours as a
 68 person who is 18 years of age or older.

69 Section 2. Section 877.25, Florida Statutes, is amended to
 70 read:

71 877.25 Local ordinance required; effect.—Sections 877.20-
 72 877.24 do not apply in a county or municipality unless the
 73 governing body of the county or municipality adopts an ordinance
 74 that incorporates by reference ~~the provisions of~~ ss. 877.20-
 75 877.24. Sections 877.20-877.24 do not preclude county or

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76 | municipal ordinances regulating the presence of minors in public
77 | places and establishments which provide restrictions ~~more~~
78 | ~~stringent or~~ less stringent than the curfew imposed under s.
79 | 877.22. However, a governing body of a county or municipality
80 | may not adopt or enforce an ordinance that regulates the
81 | presence of minors in public places and establishments which
82 | imposes restrictions more stringent than the curfew imposed
83 | under s. 877.22.

84 | Section 3. This act shall take effect July 1, 2024.