

Amendment No.1

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED (Y/N)
ADOPTED AS AMENDED (Y/N)
ADOPTED W/O OBJECTION (Y/N)
FAILED TO ADOPT (Y/N)
WITHDRAWN (Y/N)
OTHER

1 Committee/Subcommittee hearing bill: Education & Employment
2 Committee

3 Representative Miller offered the following:

4
5 **Amendment (with title amendment)**

6 Remove everything after the enacting clause and insert:

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

9 450.081 Hours of work in certain occupations.—

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

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

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

16 (b) On any school day, minors 15 years of age or younger

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17 | who are not enrolled in a career education program may not be
18 | gainfully employed for more than 3 hours, unless there is no
19 | session of school the following day.

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

24 | (2) (a) Minors 16 and 17 years of age may not be employed,
25 | permitted, or suffered to work:

26 | ~~1. Before 6:30 a.m. or after 10 11 p.m. when school is~~
27 | ~~scheduled the following day.~~

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

31 | ~~3. For more than 30 hours in any one week when school is~~
32 | ~~in session. However, a minor's parent or custodian, or the~~
33 | ~~school superintendent or his or her designee, may waive the~~
34 | ~~limitation imposed in this subparagraph on a form prescribed by~~
35 | ~~the department and provided to the minor's 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 not be~~
38 | ~~gainfully employed during school hours.~~

39 | (3) Minors 15 years of age or younger may not be employed,
40 | permitted, or suffered to work in any gainful occupation for
41 | more than 6 consecutive days in any one week.

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42 (4) Minors 15 years of age or younger may not be employed,
43 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 section law, a period
46 of less than 30 minutes is not deemed to interrupt a continuous
47 period of work. ~~Minors 16 and 17 years of age who are employed,~~
48 ~~permitted, or suffered to work for 8 hours or more in any one~~
49 ~~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) Subsections (1)-(4), except in accordance with federal
54 law, do not apply to:

55 (a) Minors 14, 15, 16 and 17 years of age who have
56 graduated from high school or received a high school equivalency
57 diploma.

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

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

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67 thereof shall be prescribed by the department.

68 (d) Minors 14, 15, 16 and 17 years of age who are in a
69 home education program or are enrolled in an approved virtual
70 instruction program in which the minor is separated from the
71 teacher by time only.

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

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

76 (6)(7) The presence of a minor in any place of employment
77 during working hours is prima facie evidence of his or her
78 employment therein.

79 (7)(8) A violation of this section is ~~An employer who~~
80 ~~requires, schedules, or otherwise causes a minor to be employed,~~
81 ~~permitted, or suffered to work in violation of this section~~
82 ~~commits a violation of the law,~~ punishable as provided in s.
83 450.141.

84 **Section 2.** This act shall take effect July 1, 2025.

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87 **T I T L E A M E N D M E N T**

88 Remove everything before the enacting clause and insert:

89 A bill to be entitled

90 An act relating to the employment of minors; amending
91 s. 450.081, F.S.; revising time restrictions on

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. CS/HB 1225 (2025)

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92 | employment for minors 16 and 17 years of age; revising
93 | the age at which certain employment restrictions do
94 | not apply, except in accordance with federal law;
95 | revising the exceptions to certain work restrictions;
96 | removing the authority of the Department of Business
97 | and Professional Regulation to grant a waiver of
98 | employment restrictions; providing an effective date.
99 |