

1 A bill to be entitled
2 An act relating to the employment of minors; amending
3 s. 450.081, F.S.; revising certain employment
4 restrictions for specified minors; revising the age at
5 which certain employment restrictions do not apply,
6 except in accordance with federal law; revising the
7 exceptions to certain work restrictions; removing the
8 authority of the Department of Business and
9 Professional Regulation to grant a waiver of
10 employment restrictions; providing an effective date.

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

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

16 450.081 Hours of work in certain occupations.—

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

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

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

23 (b) On any school day, minors 15 years of age or younger
24 who are not enrolled in a career education program may not be
25 gainfully employed for more than 3 hours, unless there is no

26 session of school the following day.

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

31 (2) (a) Minors 16 and 17 years of age may not be employed,
32 permitted, or suffered to work÷

33 ~~1.~~ before 6:30 a.m. or after 10 ~~11~~ p.m. when school is
34 scheduled the following day.

35 ~~2. For more than 8 hours in any one day when school is~~
36 ~~scheduled the following day, except when the day of work is on a~~
37 ~~holiday or Sunday.~~

38 ~~3. For more than 30 hours in any one week when school is~~
39 ~~in session. However, a minor's parent or custodian, or the~~
40 ~~school superintendent or his or her designee, may waive the~~
41 ~~limitation imposed in this subparagraph on a form prescribed by~~
42 ~~the department and provided to the minor's employer.~~

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

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

49 (4) Minors 15 years of age or younger may not be employed,
50 permitted, or suffered to work for more than 4 hours

continuously without an interval of at least 30 minutes for a meal period; and for the purposes of this section law, a period of less than 30 minutes is not deemed to interrupt a continuous period of work. ~~Minors 16 and 17 years of age who are employed, permitted, or suffered to work for 8 hours or more in any one day as authorized by this section may not be employed, permitted, or suffered to work for more than 4 hours continuously without an interval of at least 30 minutes for a meal period.~~

(5) Subsections (1)-(4), except in accordance with federal law, do not apply to:

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

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

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

(d) Minors 14, 15, 16, and 17 years of age who are in a

76 home education program or are enrolled in an approved virtual
77 instruction program in which the minor is separated from the
78 teacher by time only.

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

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

83 (6)(7) The presence of a minor in any place of employment
84 during working hours is prima facie evidence of his or her
85 employment therein.

86 (7)(8) A violation of this section is ~~An employer who~~
87 ~~requires, schedules, or otherwise causes a minor to be employed,~~
88 ~~permitted, or suffered to work in violation of this section~~
89 ~~commits a violation of the law,~~ punishable as provided in s.
90 450.141.

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