



401928

LEGISLATIVE ACTION

Senate	.	House
Comm: FAV	.	
04/22/2025	.	
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The Committee on Rules (Martin) recommended the following:

Senate Amendment (with title amendment)

Delete everything after the enacting clause
and insert:

Section 1. Subsection (3) of section 448.110, Florida
Statutes, is amended to read:

448.110 State minimum wage; annual wage adjustment;
enforcement.—

(3)(a) Employers shall pay employees a minimum wage at an
hourly rate of \$6.15 for all hours worked in Florida. Only those
individuals entitled to receive the federal minimum wage under



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the federal Fair Labor Standards Act, as amended, and its implementing regulations shall be eligible to receive the state minimum wage pursuant to s. 24, Art. X of the State Constitution and this section. The provisions of ss. 213 and 214 of the federal Fair Labor Standards Act, as interpreted by applicable federal regulations and implemented by the Secretary of Labor, are incorporated herein.

(b) An employer is not subject to the state minimum wage requirements of this section for an employee who is in a structured work-study, internship, preapprenticeship, or other similar work-based learning opportunity and who opts out of receiving the minimum wage. However, such work-based learning opportunity may not last longer than 9 months or two full-time semesters consisting of at least 15 credit hours each.

(c) An employee may opt out of receiving the state minimum wage by voluntarily signing a waiver of his or her right to the state minimum wage established under this subsection. The waiver must state that the employee acknowledges his or her right to the state minimum wage pursuant to s. 24, Art. X of the State Constitution and this section and that the employee is knowingly and voluntarily choosing to receive a lesser amount for his or her work-based learning opportunity as described in paragraph (b). An employer may not coerce an employee to opt out of receiving the state minimum wage. If the employee is younger than 18 years of age, in order for the waiver to be effective, the employee's parent or guardian must have agreed and signed the waiver on behalf of the minor employee at the minor employee's request.

(d) An employee's waiver to opt out of the state minimum



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wage under this subsection is valid for only 9 months after the date his or her employment with the employer begins. Thereafter, the employee must be paid at or above the state minimum wage regardless of his or her position or job title with the employer.

(e) If any provision of this subsection or its application to any person or circumstance is held invalid, that provision or its application is severable and does not affect the validity of the other provisions or applications of this subsection.

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

===== T I T L E A M E N D M E N T =====
And the title is amended as follows:

Delete everything before the enacting clause
and insert:

A bill to be entitled
An act relating to minimum wage requirements; amending
s. 448.110, F.S.; providing that an employer is not
subject to state minimum wage requirements for
specified employees who opt out of receiving the
minimum wage; prohibiting certain work-based learning
opportunities from lasting longer than a specified
timeframe; authorizing employees to voluntarily opt
out of the state minimum wage requirements by signing
a waiver; specifying what must be stated in the
waiver; prohibiting an employer from coercing an
employee to opt out of the state minimum wage;
requiring a parent or guardian to sign the waiver if
the employee is a minor; providing that an employee's



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70 waiver to opt out of the state minimum wage is valid
71 for a specified timeframe; requiring the employer to
72 pay the employee at or above the minimum wage after
73 such timeframe; providing severability; providing an
74 effective date.