

By Senator Martin

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1 A bill to be entitled
2 An act relating to minimum wage requirements; amending
3 s. 448.110, F.S.; providing that an employer is not
4 subject to certain minimum wage requirements for
5 specified employees; authorizing employees to opt out
6 of the minimum wage requirements in a specified
7 manner; providing an effective date.
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9 Be It Enacted by the Legislature of the State of Florida:
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11 Section 1. Subsection (3) of section 448.110, Florida
12 Statutes, is amended to read:

13 448.110 State minimum wage; annual wage adjustment;
14 enforcement.—

15 (3) (a) Employers shall pay employees a minimum wage at an
16 hourly rate of \$6.15 for all hours worked in Florida. Only those
17 individuals entitled to receive the federal minimum wage under
18 the federal Fair Labor Standards Act, as amended, and its
19 implementing regulations shall be eligible to receive the state
20 minimum wage pursuant to s. 24, Art. X of the State Constitution
21 and this section. The provisions of ss. 213 and 214 of the
22 federal Fair Labor Standards Act, as interpreted by applicable
23 federal regulations and implemented by the Secretary of Labor,
24 are incorporated herein.

25 (b) An employer is not subject to the minimum wage
26 requirements of this section for an employee who is in a
27 structured work-study, internship, preapprenticeship, or
28 apprenticeship program or other similar work-based learning
29 opportunity and such employee opts out of receiving the minimum

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30 wage. The employee may opt out of receiving the minimum wage by:

31 1. Checking a box on an application form to opt out of the
32 minimum wage requirements; or

33 2. Providing the employer with a written acknowledgment
34 signed by the employee that the employee is opting out of the
35 minimum wage requirements.

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