

1 A bill to be entitled
 2 An act relating to the employment of minors; amending
 3 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 do not apply, unless otherwise required
 7 by federal law; revising the exceptions to certain
 8 work restrictions; removing the authority of the
 9 Department of Business and Professional Regulation to
 10 grant a waiver of employment restrictions; providing
 11 an effective date.

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

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

17 450.081 Hours of work in certain occupations.—

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

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

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

24 (b) On any school day, minors 15 years of age or younger
 25 who are not enrolled in a career education program may not be

26 gainfully employed for more than 3 hours, unless there is no
 27 session of school the following day.

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

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

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

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

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

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

47 (2)(3) Minors 15 years of age or younger may not be
 48 employed, permitted, or suffered to work in any gainful
 49 occupation for more than 6 consecutive days in any one week.

50 (3)(4) Minors 15 years of age or younger may not be

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

61 (4)-(5) Unless otherwise required by federal law,
62 subsections (1)-(3) ~~(1)-(4)~~ do not apply to:

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

65 (b) Minors 14 and 15 years of age who are within the
66 compulsory school attendance age limit and who hold a valid
67 certificate of exemption issued by the school superintendent or
68 his or her designee pursuant to s. 1003.21(3).

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

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

76 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 (5)-(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 (6)-(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.