A bill to be entitled
An act relating to employment and curfew of minors;
amending s. 450.081, F.S.; removing certain employment
restrictions for minors 16 and 17 years of age;
revising the age at which certain employment
restrictions apply; amending s. 877.25, F.S.;
prohibiting counties and municipalities from adopting
or enforcing certain ordinances that are more
stringent than state law; providing an effective date.

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

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

450.081 Hours of work in certain occupations.—
(1)(a) Minors 15 years of age or younger may shall not be
employed, permitted, or suffered to work before 7 a.m. or after
7 p.m. when school is scheduled the following day or for more
than 15 hours in any one week. On any school day, minors 15
years of age or younger who are not enrolled in a career
education program may shall not be gainfully employed for more
than 3 hours, unless there is no session of school the following
day.

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

(2) Minors 16 and 17 years of age shall not be employed,
permitted, or suffered to work before 6:30 a.m. or after 11:00
p.m. or for more than 8 hours in any one day when school is
scheduled the following day. When school is in session, minors
16 and 17 years of age shall not work more than 30 hours in any
one week. On any school day, minors 16 and 17 years of age who
are not enrolled in a career education program shall not be
gainfully employed during school hours.

(2)(3) Minors 15-17 years of age or younger may shall not
be employed, permitted, or suffered to work in any gainful
occupation for more than 6 consecutive days in any one week.

(3)(4) Minors 15-17 years of age or younger may shall 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; and for the purposes of this law, a no period
of less than 30 minutes is not shall be deemed to interrupt a
continuous period of work.

(4)(5) The provisions of Subsections (1)-(3) do (1)-(4)
shall not apply to:

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

(a)(b) Minors who are within the compulsory school
attendance age limit who hold a valid certificate of exemption

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issued by the school superintendent or his or her designee pursuant to the provisions of s. 1003.21(3).

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

(c) (d) Minors Children in domestic service in private homes, minors children employed by their parents, or pages in the Florida Legislature.

(5) (6) The presence of a any minor in any place of employment during working hours is shall be prima facie evidence of his or her employment therein. (6) Minors 16 and 17 years of age may be employed, permitted, or suffered to work the same number of hours as a person who is 18 years of age or older.

Section 2. Section 877.25, Florida Statutes, is amended to read:

877.25 Local ordinance required; effect.—Sections 877.20–877.24 do not apply in a county or municipality unless the governing body of the county or municipality adopts an ordinance that incorporates by reference the provisions of ss. 877.20–877.24. Sections 877.20–877.24 do not preclude county or

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municipal ordinances regulating the presence of minors in public places and establishments which provide restrictions more stringent or less stringent than the curfew imposed under s. 877.22. However, a governing body of a county or municipality may not adopt or enforce an ordinance that regulates the presence of minors in public places and establishments which imposes restrictions more stringent than the curfew imposed under s. 877.22.

Section 3. This act shall take effect July 1, 2024.