

1 A bill to be entitled
 2 An act relating to the employment of minors; amending
 3 s. 450.081, F.S.; authorizing certain minors to be
 4 employed, permitted, or suffered to work during a
 5 specified timeframe; revising the time at which
 6 certain minors may not work after on certain days;
 7 removing certain employment restrictions for minors 16
 8 and 17 years of age; revising the age at which certain
 9 employment restrictions do not apply, unless otherwise
 10 required by federal law; revising the exceptions to
 11 certain work restrictions; removing the authority of
 12 the Department of Business and Professional Regulation
 13 to grant a waiver of employment restrictions;
 14 providing an effective date.

15
 16 Be It Enacted by the Legislature of the State of Florida:

17
 18 **Section 1. Section 450.081, Florida Statutes, is amended**
 19 **to read:**

20 450.081 Hours of work in certain occupations.—

21 (1) In accordance with federal law, a minor may be
 22 employed, permitted, or suffered to work beginning the summer
 23 vacation of the calendar year in which he or she turns 14 years
 24 of age.

25 (2) (a) ~~(1) (a)~~ Minors 15 years of age or younger may not be

26 employed, permitted, or suffered to work:

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

29 2. For more than 15 hours in any one week when school is
30 in session.

31 (b) On any school day, minors 15 years of age or younger
32 who are not enrolled in a career education program may not be
33 gainfully employed for more than 3 hours, unless there is no
34 session of school the following day.

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

39 ~~(3)(2)(a)~~ Minors 16 and 17 years of age may not be
40 employed, permitted, or suffered to work:

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

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

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

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

54 (4)~~(3)~~ Minors 15 years of age or younger may not be
 55 employed, permitted, or suffered to work in any gainful
 56 occupation for more than 6 consecutive days in any one week.

57 (5)~~(4)~~ Minors 15 years of age or younger may not be
 58 employed, 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; and for the purposes of this section law, a period
 61 of less than 30 minutes is not deemed to interrupt a continuous
 62 period of work. ~~Minors 16 and 17 years of age who are employed,~~
 63 ~~permitted, or suffered to work for 8 hours or more in any one~~
 64 ~~day as authorized by this section may not be employed,~~
 65 ~~permitted, or suffered to work for more than 4 hours~~
 66 ~~continuously without an interval of at least 30 minutes for a~~
 67 ~~meal period.~~

68 (6)~~(5)~~ Unless otherwise required by federal law,
 69 subsections (2)-(5) ~~(1)-(4)~~ do not apply to:

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

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

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

82 (d) Minors 14 ~~16~~ and 15 ~~17~~ years of age who are in a home
 83 education program or are enrolled in an approved virtual
 84 instruction program in which the minor is separated from the
 85 teacher by time only.

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

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

90 (7) The presence of a minor in any place of employment
 91 during working hours is prima facie evidence of his or her
 92 employment therein.

93 (8) A violation of this section is ~~An employer who~~
 94 ~~requires, schedules, or otherwise causes a minor to be employed,~~
 95 ~~permitted, or suffered to work in violation of this section~~
 96 ~~commits a violation of the law,~~ punishable as provided in s.
 97 450.141.

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