

1                                   A bill to be entitled  
 2           An act relating to employment; repealing ss. 2 and 3  
 3           of chapter 2024-80, Laws of Florida, which prohibit  
 4           political subdivisions from maintaining a minimum wage  
 5           other than a state or federal minimum wage and provide  
 6           construction, respectively; amending s. 218.077, F.S.;  
 7           prohibiting political subdivisions from maintaining a  
 8           minimum wage other than a state or federal minimum  
 9           wage; prohibiting political subdivisions from  
 10          controlling, affecting, or awarding preferences based  
 11          on the wages or employment benefits of entities doing  
 12          business with the political subdivision; revising and  
 13          providing applicability; amending s. 450.081, F.S.;  
 14          revising certain employment restrictions for specified  
 15          minors; revising the age at which certain employment  
 16          restrictions do not apply, except in accordance with  
 17          federal law; revising the exceptions to certain work  
 18          restrictions; removing the authority of the Department  
 19          of Business and Professional Regulation to grant a  
 20          waiver of employment restrictions; providing effective  
 21          dates.

22  
 23   Be It Enacted by the Legislature of the State of Florida:  
 24

25           **Section 1.**   Sections 2 and 3 of chapter 2024-80, Laws of

26 Florida, are repealed.

27 **Section 2. Effective September 30, 2025, subsection (2)**  
28 **and paragraph (a) of subsection (3) of section 218.077, Florida**  
29 **Statutes, are amended to read:**

30 218.077 Wage and employment benefits requirements by  
31 political subdivisions; restrictions.—

32 (2) (a) Except as otherwise provided in subsection (3), a  
33 political subdivision may not establish, mandate, maintain, or  
34 otherwise require an employer to pay a minimum wage, other than  
35 a state or federal minimum wage, to apply a state or federal  
36 minimum wage to wages exempt from a state or federal minimum  
37 wage, or to provide employment benefits not otherwise required  
38 by state or federal law.

39 (b) A political subdivision may not through its purchasing  
40 or contracting procedures seek to control or affect the wages or  
41 employment benefits provided by its vendors, contractors,  
42 service providers, or other parties doing business with the  
43 political subdivision.

44 (c) A political subdivision may not through the use of  
45 evaluation factors, qualification of bidders, or otherwise,  
46 award preferences on the basis of wages or employment benefits  
47 provided by vendors, contractors, service providers, or other  
48 parties doing business with the political subdivision.

49 (3) This section does not:

50 (a) Limit the authority of a political subdivision to

51 | establish a minimum wage other than a state or federal minimum  
 52 | wage or to provide employment benefits not otherwise required  
 53 | under state or federal law:

- 54 |       1. For the employees of the political subdivision; or  
 55 |       ~~2. For the employees of an employer contracting to provide~~  
 56 | ~~goods or services for the political subdivision, or for the~~  
 57 | ~~employees of a subcontractor of such an employer, under the~~  
 58 | ~~terms of a contract with the political subdivision; or~~  
 59 |       2.3. For the employees of an employer receiving a direct  
 60 | tax abatement or subsidy from the political subdivision, as a  
 61 | condition of the direct tax abatement or subsidy.

62 |       **Section 3.** The amendments made by this act to s. 218.077,  
 63 | Florida Statutes, do not impair any contract entered into before  
 64 | September 30, 2025.

65 |       **Section 4. Section 450.081, Florida Statutes, is amended**  
 66 | **to read:**

- 67 |       450.081 Hours of work in certain occupations.—  
 68 |       (1) (a) Minors 15 years of age or younger may not be  
 69 | employed, permitted, or suffered to work:  
 70 |       1. Before 7 a.m. or after 7 p.m. when school is scheduled  
 71 | the following day.  
 72 |       2. For more than 15 hours in any one week when school is  
 73 | in session.  
 74 |       (b) On any school day, minors 15 years of age or younger  
 75 | who are not enrolled in a career education program may not be

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

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

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

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

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

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

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

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

100 (4) Minors 15 years of age or younger may not be employed,

101 permitted, or suffered to work for more than 4 hours  
102 continuously without an interval of at least 30 minutes for a  
103 meal period; and for the purposes of this section law, a period  
104 of less than 30 minutes is not deemed to interrupt a continuous  
105 period of work. ~~Minors 16 and 17 years of age who are employed,~~  
106 ~~permitted, or suffered to work for 8 hours or more in any one~~  
107 ~~day as authorized by this section may not be employed,~~  
108 ~~permitted, or suffered to work for more than 4 hours~~  
109 ~~continuously without an interval of at least 30 minutes for a~~  
110 ~~meal period.~~

111 (5) Subsections (1)-(4), except in accordance with federal  
112 law, do not apply to:

113 (a) Minors 14, 15, 16, and 17 years of age who have  
114 graduated from high school or received a high school equivalency  
115 diploma.

116 (b) Minors who are within the compulsory school attendance  
117 age limit and who hold a valid certificate of exemption issued  
118 by the school superintendent or his or her designee pursuant to  
119 s. 1003.21(3).

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

126 (d) Minors 14, 15, 16, and 17 years of age who are in a  
127 home education program or are enrolled in an approved virtual  
128 instruction program in which the minor is separated from the  
129 teacher by time only.

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

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

134 (6)~~(7)~~ The presence of a minor in any place of employment  
135 during working hours is prima facie evidence of his or her  
136 employment therein.

137 (7)~~(8)~~ A violation of this section is ~~An employer who~~  
138 ~~requires, schedules, or otherwise causes a minor to be employed,~~  
139 ~~permitted, or suffered to work in violation of this section~~  
140 ~~commits a violation of the law, punishable as provided in s.~~  
141 450.141.

142 **Section 5.** Except as otherwise expressly provided in this  
143 act, this act shall take effect July 1, 2025.