

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  
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.