

By Senator Collins

14-01191-25

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1                   A bill to be entitled  
2           An act relating to the employment of minors; amending  
3           s. 450.081, F.S.; deleting certain restrictions on  
4           minors 16 and 17 years of age being employed,  
5           permitted, or suffered to work; revising the  
6           exceptions to such restrictions for certain minors;  
7           deleting a provision authorizing the Department of  
8           Business and Professional Regulation to grant a waiver  
9           of such restrictions; providing an effective date.

10  
11 Be It Enacted by the Legislature of the State of Florida:

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13           Section 1. Subsections (2), (4), (5), and (6) of section  
14           450.081, Florida Statutes, are amended to read:

15           450.081 Hours of work in certain occupations.—

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

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

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

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

28           ~~(b) On any school day, minors 16 and 17 years of age who~~  
29           ~~are not enrolled in a career education program may not be~~

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30 ~~gainfully employed during school hours.~~

31 ~~(3)(4)~~ Minors 15 years of age or younger may not be  
32 employed, permitted, or suffered to work for more than 4 hours  
33 continuously without an interval of at least 30 minutes for a  
34 meal period; and for the purposes of this law, a period of less  
35 than 30 minutes is not deemed to interrupt a continuous period  
36 of work. ~~Minors 16 and 17 years of age who are employed,~~  
37 ~~permitted, or suffered to work for 8 hours or more in any one~~  
38 ~~day as authorized by this section may not be employed,~~  
39 ~~permitted, or suffered to work for more than 4 hours~~  
40 ~~continuously without an interval of at least 30 minutes for a~~  
41 ~~meal period.~~

42 ~~(4)(5)~~ Subsections (1), (2), and (3) ~~(1)-(4)~~ do not apply  
43 to:

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

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

50 (c) Minors enrolled in a public ~~an~~ educational institution  
51 who qualify on a hardship basis, such as economic necessity or  
52 family emergency. The school superintendent or his or her  
53 designee shall make such determination and issue a waiver of  
54 hours to the minor and the employer. The form and contents  
55 thereof must ~~shall~~ be prescribed by the department.

56 (d) Minors 14 ~~16~~ and 15 ~~17~~ years of age who are in a home  
57 education program or are enrolled in an approved virtual  
58 instruction program in which the minor is separated from the

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59 teacher by time only.

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

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

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