# Florida State Postings

## CHILD LABOR LAWS

**The State of Florida and the Federal Fair Labor Standards Act (FLSA)**

**Protecting the Health, Education and Welfare of Minors in the Workplace.**

This chart summarizes the child labor laws of the State of Florida.
The Federal Fair Labor Standards Act (FLSA) may be more restrictive.

| | Minors 16 & 17 | Minors 14 & 15 |
|---|---|---|
| SCHOOL ATTENDANCE | May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. | Florida: May not work during school hours (some exceptions apply). *As provided in 450.021(1), no person 13 years or younger shall be employed, permitted or suffered to work in any gainful occupation at any time (See Age Restrictions)* |
| PERMITS TO WORK | Not required under Florida Law. | |
| HOURS OF WORK, WHEN SCHOOL IS IN SESSION | May work up to 30 hours per week. Not before 6:30 a.m. or later than 11 p.m. and for no more than 8 hours a day when school is scheduled the following day, except on a holiday or Sunday. On days when school does not follow, there are no hour restrictions. | May work up to 15 hours per week. Not before 7 a.m. or after 7 p.m. and for no more than 3 hours a day on school days, when a school day follows. May work up to 8 hours on Friday, Saturday, Sunday, and on non-school days, when school days do not follow, until 9 p.m. Daily maximum of 3 hrs. on school days, 8 hours non-school days; weekly maximum is 15 hours; not before 7 a.m. or after 7 p.m. Note: Application of state law allows this age group to work up to 8 hours on days when school days do not follow, until 7 p.m. |
| HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION (summer vacation; winter and spring breaks) | No Limitations. Note: Hazardous occupations still apply for minors. | Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before 7 a.m. or after 9 p.m. |
| DAYS PER WEEK | 16 yrs. or younger may not work more than 6 consecutive days in any one week. | |
| BREAKS | 16 yrs. or younger without a 30-minute break after working 4 consecutive hours, applicable to 17/18 years of age when working 8 hours or more. | |
| AGRICULTURE | Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work. | |

**RESTRICTED OCCUPATIONS** This section represents Chapter 450.261 - Hazardous Occupations Prohibited, Exemptions. Note that HB017 (2024) authorizes minors aged 16/17 to work in residential construction if the minor: has earned his/her OSHA 10 certification; is under the direct supervision of a person 21 years of age with at least 2 years of related experience and has his/her OSHA 10 Certification; is not working on any scaffolding, roof, superstructure, or ladder above 6 feet; and is not in violation of any OSHA rules or federal law related to minors in the workplace. The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida Child Labor Rule. For more info on FLSA HOs, contact the U.S. Department of Labor, Wage and Hour Division, Child Labor | U.S. Department of Labor (dol.gov)

**Minors under the age of 18 may not work in below occupations:**

- Working in or around explosives or radioactive substances
- Operating Motor vehicles
- Logging or sawmilling
- Operating power-driven wood processing machines to include wood and vegetable slicers, slaughtering, meat packing, processing or rendering
- Working on any scaffolding, roofs or ladders above 6 feet; or non-residential building construction
- Wrecking, demolition or excavation
- Mining occupations
- Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking; paper products or heating machines
- Manufacturing brick and tile products
- Operating circular saws, band saws, & guillotine shears
- Working with compressed gases exceeding 40 p.s.i.
- Working in or around toxic substances, corrosives or pesticides
- Firefighting
- Working with electrical apparatus or wiring
- Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery

**Minors 14 and 15 may not work in these occupations:**

- Operating any power-driven machinery other than office machines, including all power mowers and cutters
- Maintaining or repairing, machines, or equipment
- Working in freezers or meat coolers
- Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type mixers.
- Operating motor vehicles
- Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed.
- Cooking (some exceptions apply) & baking.
- Working in occupations in Transportation, Warehouse & Storage, Communications, and Construction (except clerical), boiler or engine rooms
- Loading and unloading trucks
- Working in public messenger services
- Handling certain dangerous animals
- Conducting door-to-door sales of products an employment (some exceptions)
- Spray painting

**EXEMPTIONS**

**Hour Restrictions** – (from hour restrictions only; hazard restrictions apply until 18 yrs.)

- Minors who have been married
- Minors who have either graduated from an accredited high school or hold a high school equivalency diploma.
- Minors 16/17 yrs. who are enrolled in a home education program, or an approved virtual instruction school program.
- Minors 16/17 yrs. who have obtained a waiver allowing them to work more than 30hrs/week. The 40-hour limitation still applies.
- Minors who hold waivers from a K-12 Public School or Child Labor Compliance with specified hours restrictions.

A court order may authorize an exemption from hourly restrictions.

**EXEMPTIONS**

**Age Restrictions** — (from age requirements; hazard restrictions still apply until 18 yrs.)

- Minors who work for their parents who owned the business is occupations not declared hazardous.
- Pages in the Florida legislature
- Minors in the entertainment industry registered with Child Labor Compliance as prescribed in ss. 450.012 and 450.132, F.S.

A court order may authorize an exemption from age restrictions.

**PARTIAL WAIVERS** The Florida Child Labor law is designed to serve and protect minors and encourage them to remain in school. At times, some minors may feel that the law conflicts with their best interest or their life circumstances, therefore, they have the right to request an exemption from the law. If a minor is attending the K-12 public school, a waiver may be obtained and granted by the local school district. All other minors may request an application by contacting the Department of Business and Professional Regulation Child Labor Program. Waiver applications are reviewed and granted on a case-by-case basis. To qualify, applicants must demonstrate that certain requirements of Florida law need to be waived. Employers must keep a copy of partial waivers of employed minors.

**PENALTIES** Florida: Employment of minors in violation of Florida Child Labor laws may result in fines up to $2,500 per offense and/or be guilty of a second-degree misdemeanor. FLSA: Maximum fines up to $11,000 per minor / per violation.

**WORKERS' COMPENSATION** Florida: If an injured minor is employed in violation of any provisions of the Child Labor laws of Florida, an employer may be subject to up to double the compensation otherwise payable under Florida Workers' Compensation law.

**POSTING REQUIREMENTS** Florida: All employers of minors must post in a conspicuous place on the property or place of employment, where it may be easily read, a poster notifying minors of Florida Child Labor laws.

For information on Florida laws contact:
Florida Department of Business and Professional Regulation
Child Labor Program
2601 Blair Stone Road
Tallahassee, FL 32399-2212
Telephone: 850.488.3131; Toll-Free 1.800.226.2536 • www.myfloridalicense.com

For information on Federal laws contact:
U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Government; Child Labor | U.S. Department of Labor (dol.gov)

Florida Department of Business and Professional Regulation and the United States Department of Labor
"Working Together for Florida's Workforce"

04/2024

## MINIMUM WAGE IN FLORIDA

FLORIDACOMMERCE

Ron DeSantis GOVERNOR
J. Alex Kelly SECRETARY

### Notice to Employees

**Effective September 30, 2025, the Florida minimum wage will be $14.00 per hour, with a minimum wage of at least $10.98 per hour for tipped employees, in addition to tips, through September 29, 2026.**

On November 3, 2020, Florida voters approved a state constitutional amendment to gradually increase the state's minimum wage each year until reaching $15.00 per hour on September 30, 2026. On September 30, 2025, Florida's minimum wage will increase to $14.00 per hour. Each year thereafter, Florida's minimum wage will increase by $1.00 until the minimum wage reaches $15.00 per hour on September 30, 2026. Resuming in 2027, the minimum wage will be adjusted annually for inflation.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State of Florida Constitution include the right to:

- File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.
- Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist the individual in asserting such rights.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of $1,000 per violation, payable to the State. The Attorney General, or other official designated by the Legislature, may bring a civil action to enforce the minimum wage.

For additional details, see Section 24, Article X of the State of Florida Constitution, and sections 448.109 and 448.110, Florida Statutes.

Caldwell Building
107 E. Madison Street Tallahassee, FL 32399
850.245.7105 • www.FloridaJobs.org • Twitter: @FLACommerce

An equal opportunity employer/program. Auxiliary aids and service are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TTD equipment via the Florida Relay Service at 711.

### To Employees:

- **Your Employer** is registered with the Florida Department of Revenue as an employer who is liable under the Florida Reemployment Assistance Law. This means that **You**, as employees, are covered by the Reemployment Assistance Program, formerly known as Unemployment Compensation Program.
- **Reemployment assistance taxes** finance the benefits paid to eligible unemployed workers. **These taxes are paid by your employer and, by law, cannot be deducted from employee's wages.**
- You may be eligible to receive reemployment assistance benefits if you meet the following requirements:
  1. You must be totally or partially unemployed through no fault of your own.
  2. You must apply for benefits at **https://reconnect.myflorida.com**.
  3. You must register for work at **www.employflorida.com**.
  4. You must have a history of sufficient employment and wages.
  5. You must be **Able** to work and **Available** for work.
- You may file a claim for partial unemployment for any week you work less than full time due to lack of work if your wages during that week are less than your weekly benefit amount.
- You must report all earnings while claiming benefits. Failure to do so is a third-degree felony with a maximum penalty of 5 years imprisonment and a $5,000 fine.
- Disciplines related to misconduct connected with work may result in disqualification with a penalty period **AND** remain in effect until a set amount of wages have been earned with new employment.
- Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount of wages have been earned with new employment.
- If you have any questions regarding reemployment assistance benefits, contact the Florida Department of Commerce, Reemployment Assistance Program at:

  **Florida Department of Commerce**
  **Division of Workforce Services**
  **Reemployment Assistance Program**
  **1-800-204-2418**
  **www.floridajobs.org**

**This notice must be posted in accordance with Section 443.151(1) Florida Statutes, of the Florida Reemployment Assistance Program Law.**

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## Workers' Comp Works For You

***Workers' compensation*** pays for all authorized medically necessary care and treatment related to your injury or illness.

If you are unable to work or your earnings are lower because of a work related injury or illness, and you have been disabled for more than seven calendar days, you may be eligible for some wage replacement benefits.

### If you are injured on the job:

1. **Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.**
2. **Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.**
3. **If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.**

PLACE INSURER INFORMATION STICKER HERE

### *$25,000 Reward*

**ANTI-FRAUD REWARD PROGRAM**

*Rewards of up to **$25,000** may be paid to persons providing information to the Department of Financial Services leading to the arrest and conviction of persons committing insurance fraud, including employers who illegally fail to obtain workers' compensation coverage. Persons may report suspected fraud to the department at **1-800-378-0445** or online at **https://first.fldfs.com**.*

*A person is not subject to civil liability for furnishing such information, if such person acts without malice, fraud or bad faith.*

***This notice of compliance must be posted by the employer and maintained conspicuously in and about the employer's place or places of employment. State of Florida Division of Workers' Compensation***

Revised March 2010
(Fraud reporting link updated May 2021)

### *Notice to Employers / Employees*

*Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to this state posting. According to the Dept. of Labor; where Federal and state law have different minimum wage rates, the higher standard applies.*

This Posting is for Informational Purposes Only

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**Compliance Date September 2025**