

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.

Table with 2 columns: Minors 16 & 17, Minors 14 & 15. Rows include School Attendance, Permits to Work, Hours of Work, Hours of Work When School is Not in Session, Days per Week, Breaks, and Agriculture.

RESTRICTED OCCUPATIONS
This section represents Chapter 450.061 - Hazardous Occupations Prohibited. Exemptions. Note that 18917 (2024) authorizes minors aged 16/17 to work in residential construction if the minor has earned his/her CEHA 15 Certificate...

- Minors under the age of 18 may not work in below occupations:
Working in or around explosives or radioactive substances
Operating tractors, heavy machinery, etc.
Logging or sawmilling
Operating power-driven meat processing machines
Working on or around toxic substances, corrosives or pesticides
Fertilizing
Working with electrical apparatus or wiring
Operating or assisting to operate hoists, cranes, etc.
Operating power-driven bakery, meat-forming, poultry, and meat processing equipment
Painting and finishing machinery, woodworking, paper products or building materials

EXEMPTIONS
Hour Restrictions - (from hour restrictions apply, based restrictions still 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

PARTIAL WAIVERS
The Florida Child Labor law is designed to protect and encourage minors 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...

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 First State Road
Tallahassee, FL 32399-2212
Telephone 904.663.3311
Toll-Free 1-800-225-2536 www.floridajobs.org

For information on Federal laws contact U.S. Department of Labor, Wage & Hour Division, United States Department of Labor, Child Labor Compliance with specified hours 389205076
A court order may authorize an exemption from hourly restrictions.

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



Ron DeSantis GOVERNOR
J. Alex Kelly SECRETARY

Notice to Employees

Effective September 30, 2026, the Florida minimum wage will be \$15.00 per hour, with a minimum wage of at least \$11.98 per hour for tipped employees, in addition to tips, through December 31, 2027.

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, 2026, Florida's minimum wage will increase to \$15.00 per hour. Resuming in September 2027, the minimum wage will be adjusted annually for inflation and will take effect on the following January 1.

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/TDD equipment via the Florida Relay Service at 711.

To Employees:

- You may be eligible to receive unemployment 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://connect.myfloridajobs.org.
3. You must register for work at www.employforflorida.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 work you work less than full time due to lack of work if your wages during that week are less than your weekly benefit amount.
1. 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.
2. Discharges 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.
3. 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 unemployment assistance benefits, contact the Florida Department of Commerce, Reemployment Assistance Program at 1-800-204-2418 www.floridajobs.org
This notice must be posted in accordance with Section 443.15(1) Florida Statutes, or the Florida Reemployment Assistance Program Law.
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Workers' Comp Works For You

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.

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.

\$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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www.patriotposter.com

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