

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 and the Federal Fair Labor Standards Act (FLSA). The stricter provisions must be observed and are denoted by bold lettering. The Federal law in italics.

	Minors 16 & 17	Minors 14 & 15 - Under 14 years old MAY NOT WORK
SCHOOL ATTENDANCE	Florida: May NOT work during school hours unless they meet a certain number of hours. Restrictions listed below. <i>FLSA: No limitations.</i>	Florida & FLSA: May not work during school hours (some exceptions apply).
PERMITS TO WORK	Florida & FLSA: Not required, except the FLSA requires the employer to maintain data of both information for all employees under 18 years old.	
HOURS OF WORK, WHEN SCHOOL IS IN SESSION	Florida: May work up to 20 hours per week. Not before 6:30 a.m. or after 7:15 p.m., and for no more than 8 hours a day when school is scheduled the following day. On days when school does not follow, there are no hour restrictions. <i>FLSA: No limitations.</i>	Florida: 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. <i>FLSA: Daily maximum of 3 hrs. on school days, 6 hours non-school days; weekly maximum of 10 hours not before 7 a.m. or after 7 p.m. Note: Application of both state and federal law allows this age group to work up to 8 hours on Saturday, Sunday and non-school days, when school days do not follow, until 7 p.m.</i>
HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION (summer vacation, winter, spring breaks)	Florida: No Limitations. <i>FLSA: No limitations.</i>	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 7 p.m. <i>FLSA: May work up to 8 hrs. per day and up to 40 hrs. per week. Work must be performed between 7 a.m. and 7 p.m.; from June 1 to Labor Day may work until 9 p.m.</i>
DAYS PER WEEK	Florida: No more than 6 consecutive days in any one week. <i>FLSA: No limitations.</i>	
BREAKS	Florida: Minors may work no more than a consecutive hours without a 30 minute uninterrupted break. <i>FLSA: No limitations.</i>	
AGGREGATE	Florida: Minors participating in farm work, not on their parents' or guardian's farm, must comply with the same restrictions as in other work. <i>FLSA: No limitations.</i>	
NO EMPLOYMENT PERMITTED	Florida: Minors may not work in occupations not declared hazardous in application. See Child Labor Bulletin 102. (Exception: 12 and 13 year-olds may be employed with written parental consent or a farm where the minor's parent is also employed; minors under 12 may be employed with written parental consent or farms where employed are exempt from the Federal minimum wage provisions.)	
RESTRICTED OCCUPATIONS	The State of Florida has incorporated the 17 Hazardous Occupations (HOs) of the FLSA into the Florida law and Child Labor Rule. For more info on HO's, contact the U.S. Department of Labor, Wage and Hour Division. This poster represents a combination of those laws with an "amending Florida law" note.	
Minors under the age of 18 may not work in below occupations:	<ul style="list-style-type: none"> Working in or around explosives or radioactive substances Operating Motor vehicles Loading or unloading Operating power-driven meat processing machines to produce meat and vegetable slivers, slaughtering, meat packing, processing or rendering Working on any scaffolding, roof or ladder above 6 feet ceiling Working, demolition or excavation Mining occupations Operating power-driven bakery, metal-forming, painting, and slitting machines working/paper products or hoisting machines 	<ul style="list-style-type: none"> Manufacturing brick and tile products Operating chain saws, band saws, & similar chains Working with compressed gases according to 29 C.F.R. Working in or around toxic substances, corrosives or pesticides Handling Working with electrical apparatus or wiring Operating or assisting to operate machines over 20 PPH (transporters, forklifts, earthmoving equipment, any hoisting, drilling, or driving machinery or any moving machinery
EXEMPTIONS	Hour Restrictions — from hour restrictions only, hazard restrictions still apply (18 yrs.)	Minors 14 and 15 may not work in these occupations:
<ul style="list-style-type: none"> Minors who hold waivers from a public school or Child Labor Compliance Minors who have been married Minors who have either graduated from an accredited high school, or hold a high school equivalency diploma Minors who have served in the U.S. Armed Forces Minors who have enrolled in high school work programs 	<ul style="list-style-type: none"> Operating any power-driven machinery other than office machines, including all power mowers and drives Maintaining or repairing an establishment, machine, or equipment Working in freights or meat coolers Operating, setting up, adjusting, or clearing power driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type grinders Operating motor vehicles Manufacturing, mining, or processing occupations where any manufactured, metal, or glass product Operating (some exceptions apply) a boiler Working in occupations in Transportation, Warehouse and Storage, Communications, and Construction (except electrical, boiler or engine rooms) Loading and unloading trucks Working in public messenger services Handling certain dangerous animals Conducting door-to-door sales of products as employment (some exceptions) Spay painting 	
Age Restrictions — from age requirements, hazard restrictions still apply		
	<ul style="list-style-type: none"> Minors who work for their parents in occupations not declared hazardous Pages in the Florida legislature Reseeder delivery (10 years old) Minors in the entertainment industry registered with Child Labor Compliance 	
	A court may authorize an exemption from age and hour 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 livelihood 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 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 have 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 \$2,000 per offense and/or a 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 the above 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 Child Labor laws.

For information on Florida law contact:
Florida Department of Business and Professional Regulation
Child Labor Program
2001 Blair Stone Road
Tallahassee, FL 32309-2212
Telephone 850.498.3131; Toll-Free 1.800.226.2536 • www.myfloridajobs.com

For information on Federal law contact:
U.S. Department of Labor, Wage & Hour Division,
located in the Workplace Division, U.S. Department of Labor
Government: www.dol.gov/whd/flsflm.

Florida Department of Business and Professional Regulation and the United States Department of Labor
"Working Together for Florida's Workforce"
2016 May 18

MINIMUM WAGE IN FLORIDA



Notice to Employees

Effective September 30, 2023, the Florida minimum wage will be \$12.00 per hour, with a minimum wage of at least \$8.98 per hour for tipped employees, in addition to tips, through September 29, 2024.

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, 2023, Florida's minimum wage will increase to \$12.00 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 section 448.110, Florida Statutes.

To Employees:

- 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://connect.myfloridajobs.com>.
 3. You must register for work at www.myfloridajobs.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 you have 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.
 - Discharge 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 at:
1-800-204-2418
www.floridajobs.org



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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.

\$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

PLACE INSURER INFORMATION STICKER HERE

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 the 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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