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 - Under 16 years old MAY WORK
Florida & FLSA: May work during school hours (some exceptions apply).

Minors 14 & 15 - Under 14 years old MAY NOT WORK
Florida & FLSA: Not working during school hours (some exceptions apply). For information on Federal laws contact:

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 850.488.3313; Toll-Free 1.800.226.2536 • www.myfloridalicense.com

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SCHOOL ATTENDANCE
Florida: May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. FLSA: No limitations.

PERMITS TO WORK
Florida & FLSA: Not required, except the FLSA requires the employer to maintain date of birth information for all employees under

HOURS OF WORK, WHEN SCHOOL IS IN SESSION
Florida: 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. On days when school does not
follow, there are no hour restrictions.
FLSA: No limitations.

HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION
Florida: No Limitations
FLSA: No Limitations.
Note: Hazardous occupations still apply for minors.

DAYS PER WEEK
Florida: No more than 6 consecutive days in any one week. FLSA: No limitations.

BREAKS
Florida: Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break. FLSA:
No limitations.

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. FLSA: No limitations.

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 HOs, contact the U.S. Department of Labor, Wage and Hour Division. This poster represents a combination of those laws with an ** annotating Florida law “only.”

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 meat processing machines to include meat and vegetable slicers; slaughtering, meat packing, processing or rendering
• Working on any scaffolding, roofs or ladders above 6 feet; roofing
• Wrecking, demolition or excavation
• Mining occupations
• Operating power-driven bakery; metal forming, punching, and shearing machines; woodworking, paper products or hoisting 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, fork lifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery

EXEMPTIONS
Hour Restrictions – (from hour restrictions only; hazard restrictions still apply until 18 yrs)
• 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 are enrolled in high school work programs

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, 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 keep a copy of partial waivers of employed minors.

AGE RESTRICTIONS — (from age requirements; hazard restrictions still apply)
• Minors who work for their parents in occupations not declared hazardous
• Pages in the Florida legislature
• Newspaper 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.

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 be 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 the Child Labor laws.

Florida Department of Business and Professional Regulation and the United States Department of Labor
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