



Understanding Labor Laws for Minors in Florida

FREE RESOURCE

It's that time again... Whether you're getting ready for the summer rush or you're getting ready for the new school year, it's a pivotal time for your business. Why? Because you have multiple high school workers under the age of 18 on your team.

They're awesome team members. They do a fantastic job. But they also have legal strings attached that are sometimes tricky to keep track of. Strings you really don't want to get all knotted up.

We've put together this quick guide for just that purpose - to give you more peace and confidence in navigating Florida's minor labor laws, whether school is in session or out for summer!

- Solvine Solutions LLC

The Basics: FL Minor Labor Laws in a Nutshell

1. Florida law allows minors who are **16 and 17 to work in most fields of work**, except those that are "hazardous." Minors who are 14 and 15 can still work most fields but with more limited hours per day and days per week. Children 13 or younger typically cannot work in Florida.
2. In Florida, minors who are **16 and 17 can work pretty long hours on most days**, as long as they provide the **right paperwork** and you keep really good track of it. Despite recent updates, **meal and break policies are still pretty strict** for any employee under 18 years of age.
3. Messing these things up is a really BIG deal. We're talking **fines of \$2,500 per offense AND a criminal conviction**... Not to mention possible federal fines on top of that.



In-Depth Guide, 16 and 17 Year-Olds

Since we know that our local small businesses are typically not employing 14 and 15 year-olds (and for the sake of not overwhelming you with a book of text) this section will focus only on current Florida law for 16 and 17 year-olds. For questions on employment law for your awesome 14 and 15 year-old team members, please don't hesitate to reach out to us at our contact details on the final page!

1 What type of work can our 16 and 17 year-old employees NOT do?

The Florida Department of Business & Professional Regulation (that's a mouthful... the acronym DBPR isn't much better) provides a long list of "hazardous" roles that a minor CANNOT work. These include things like:

- Manufacturing
- Mining
- Operating motor vehicles as drivers
- Sawmilling
- Demolition
- Working with electrical wiring
- Meat packing
- Firefighting
- Working with pesticides or herbicides

Honestly, pretty self-explanatory. We're not putting kids to work in roles that are generally more dangerous than being a cashier, serving food, collecting tickets, dehusking corn... Let's keep 'em safe, alright?

2 What hours and days can our 16 and 17 year-old employees work? How about meals/breaks?

This part will get a bit confusing. In short, minors can work different hours when school is in session versus when school is out (for one day, for one week, for the whole summer). The below table will clear this up for you!

⚠ To add to the complexity, a minor may get an "Authorization of Partial Waiver of Florida Child Labor Law" which opens up the days and times they can work even more!



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	School the Next Day (excluding Sunday), School is in Session	No School the Next Day, Non-School Weeks, Summer Vacation	Has Waiver of FL Child Labor Law (HB49)
Shift Times 16/17 Can Work	• Not before 6:30am or after 11pm	Unlimited hours	Depends upon waiver provided and school type
Amount of Hours 16/17 Can Work	• No more than 8 hours/day • No more than 30 hours/week	Unlimited hours	Up to 40 hours, even when school in session
Days Per Week 16/17 Can Work	NEW as of '24: Minors 16 and 17 years old may work more than 6 consecutive days in a row		
Breaks/Meals for 16/17	NEW as of '24: Minors 16 and 17 who work for 8 hours or more in any one day may not work for more than 4 hours without an interval of at least 30 minutes for a meal period (no meal break required for shifts shorter than 8 hours in length)		

 **ALWAYS save that documentation, and set a calendar reminder to review the expiration dates!**

For a minor worker to be approved to work during school hours, they must provide proper documentation. This is typically the completed and approved DBPR “Waiver of the Florida Child Labor Law” - see the QR code below!

Per the DBPR, employers are required to keep and maintain the following for the duration of a minor’s employment:

- Waiver authorizations
- Proof of age documentation
- Proof of exemption from minor status



3 What are the consequences of not handling this the right way?

First off, Florida minor labor laws are pretty lenient compared to many other states. However, just because you CAN schedule a high schooler for 10 hour shifts for 14 days in a row because it's summer break... does not mean you SHOULD. **Always think of your team member as a person and always treat them as such.**

Second off, if you do mess things up here, there are heavy fees and convictions that come with this. Florida law says you may be fined up to **\$2,500 per offense** and/or receive a **criminal conviction** as a second degree misdemeanor. Under federal law, you may receive a maximum fine of \$11,000. That's. Not. Cheap.

Your shift leaders need this knowledge. You need to be ready to manage leaders who don't track this properly.

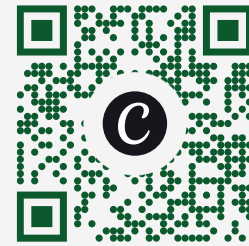


DBPR FAQ's



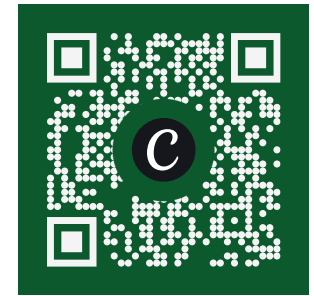
FL Dept. of
Education

MUST POST if
you employ
minors!



DBPR Child
Labor Law Flyer

For minor to
complete!



FL Minor Waiver
Form

Want to take the best next step with your team? We're ready to help! | joel@solvinesolutions.com | 765.212.7349