

FLORIDA CHILD LABOR LAWS

At-A-Glance

Minors 16 & 17

Minors 14 & 15 Under 14 MAY NOT WORK



MINORS MAY NOT WORK DURING SCHOOL HOURS UNLESS THEY:

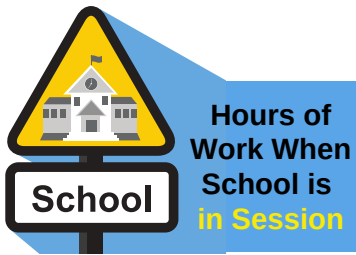


- Hold waivers from a public school or Child Labor Compliance
- Have been married
- Have graduated from high school or have a GED
- Have served in the U.S. Armed Forces
- Are enrolled in high school work programs

MINORS MAY NOT WORK DURING SCHOOL HOURS



Few exceptions apply under Florida law, but customers in the employU Transition Youth Program would not be eligible



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.
- 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.



May work up to 15 hours per week

- Not before 7 a.m. or after 7 p.m.
- Daily maximum 3 hours a day on school days
- Up to 8 hours on Friday, Saturday, Sunday, and non-school days



Hours of Work When School is NOT in Session

Summer, Winter & Spring breaks

No limitations on working hours when school is not in session



**Hazardous occupations still apply for all minors*

May work up to 40 hours per week



- Not before 7 a.m. or after 9 p.m.
- Up to 8 hours per day



Days per Week

No more than 6 consecutive days in one work week



Breaks

Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break



Posting Requirements

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.

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Restricted Occupations

The State of Florida has incorporated the 17 Hazardous Occupations (H0s) of the Federal Labor Standards Act (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.

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



Working in or around explosives or radioactive substances

Working in or around toxic substances, corrosives or pesticides



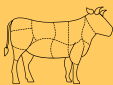
Operating motor vehicles

Logging or sawmilling



Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines

Operating circular saws, band saws, & guillotine shears



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



Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery



Mining occupations



Manufacturing brick and tile products



Working with compressed gases exceeding 40 p.s.i.



Firefighting



Working with electrical apparatus or wiring

In addition, 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 an establishment, 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



Cooking (some exceptions apply) & baking

Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed



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 as employment (some exceptions)



Spray painting

