

The State of Florida and the Federal Fair Labor Standards Act (FLSA) Protecting the Health, Education and Welfare of Minors in the Workplace.

FLORIDA

Employment Laws

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.

 a farm where the minor's parent is also employed; minors under 12 may be employed with written parental consent on farms where employees 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 HOs, contact the U.S. Department of Labor, Wage and Hou 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 Wereking, demolition or excavation Mining occupations Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines; woodworking, and shearing machines; woodworking, any harvesting oi no around toxic substances, corrosives or pesticides Working with compressed gases exceeding 40 p.s.i. ** Working with electrical apparatus or wirring Working with electrical apparatus or wirring Operating or assiting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery EXEMPTIONS Mours		[Minors 16 & 17	Min	ors 14 & 15 – Under 14 years old MAY NOT WORK	
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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, 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 keep 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 \$2,500 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 provision 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 the Child Labor laws. 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 850.488.3131; TOLL-FREE 1.800.226.2536

For information on Federal laws contact:

U.S. DEPARTMENT OF LABOR, WAGE & HOUR DIVISION, LISTED IN THE TELEPHONE DIRECTORY UNDER **U.S. GOVERNMENT**;

www.dol.gov/elaws/flsa.htm.

www.myfloridalicense.com

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

REV. 05/16/2016