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

**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 19 years old.

**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.

**FLSA:**
- Maximum fines up to $11,000 per minor/per violation.

**WORKERS’ COMPENSATION**
- FLSA: Not required, except the FLSA requires the employer to maintain date of birth information for all employees under 19 years old.

**AVAILABILITY**
- 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 nonschool days, when school days do not follow, until 9 p.m. FLSA: Daily maximum of 3 hours on school days, 8 hours nonschool days; weekly maximum is 18 hours; not before 7 a.m. or after 7 p.m. Note: Application of both state and federal laws allows this age group to work up to 8 hours on Saturday, Sunday and nonschool days, when school days do not follow, until 7 p.m.

**FLSA:**
- Maximum fines up to $11,000 per minor/per violation.

**HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION**
- Note: Hazardous occupations still apply for minors.

**FLSA:**
- Maximum fines up to $11,000 per minor/per violation.

**EXEMPTIONS**
- Minors who work for their parents in occupations not declared hazardous.

**AGE RESTRICTIONS**
- Minors who are or 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
- 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.

**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 the minor is attending a 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 Child Labor Compliance. 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 law 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 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, this poster notifying minors of the Child Labor laws.

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**Florida Department of Business and Professional Regulation**

**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

For information on federal laws contact: U.S. Department of Labor, Wage & Hour Division, listed in the telephone directory under U.S. Government; Toll-Free 1-866.487.9243; www.dol.gov/elaws/flsa.htm

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

"Working Together for Florida’s Workforce"