

Child Labor Laws
Summer Jobs for Florida Teens FAQs for Florida Families and Businesses

FOR EMPLOYERS:

1. Are employers required to post information about the Child Labor Law?

Employers who hire minors must display a poster in a conspicuous place on the property or place of employment notifying them of the Child Labor Law. Child labor posters may be obtained through the DBPR [website](#) or by calling Child Labor Compliance at 1.800.226.2536.

2. What documents are employers required to keep on file for minors?

Employers are required to keep waiver authorizations (for minors working during the school year), proof of age documentation, and proof of exemption from minor status for all employees who are under 18. These records must be maintained for the duration of the minor's employment. Unless exempt from the FLSA, the records must be kept until the minor turns 19.

3. Do employers need parental permission to hire minors?

Employers are not required by law to have permission from the parents to employ their minor child. However, we strongly encourage employers to include parents in the process.

4. Can taking a 30 minute uninterrupted break after working four consecutive hours be avoided?

No. Minors may work no more than four consecutive hours without a 30 minute uninterrupted break per the Florida Child Labor Law, Chapter 450, Part I, Florida Statutes.

5. How can employers learn more about the child labor law requirements?

Employers who have an interest in learning more about the Child Labor Law may request training by contacting the Bureau of Child Labor at 1.800.226.2536.

FOR TEENS AND PARENTS:

1. Do minors need a work permit or working papers to work? What is the difference between a waiver and a permit?

No. work permits and/or working papers are not required in Florida and are not issued by either schools or a governmental agency in Florida. Unfortunately, many popular teen employers use applications with the request "If you are under 18, can you supply a work permit?" These applications are being used for businesses that have operations in other states that do require work permits. The question is not applicable in Florida.

A waiver is a request for a minor to be exempt from parts of the Child Labor Law because they feel that the law conflicts with their best interest or that their life circumstances are such that they need to work. Minors may apply for waivers through their public high school or through the Child Labor Program.

2. What hours are minors allowed to work when school is in session vs. not in session?

When public school is in session, 14 and 15 year olds may work up to 15 hours each week (seven-day period). This includes a maximum of three hours per day on school days and up to

eight hours per day on Saturday and eight hours on Sunday and eight hours on non-school days, when a school day does not follow. They may work between the hours of 7 a.m. and 7 p.m. but may not work during public school hours.

When school is not in session, June 1st through Labor Day, 14 and 15 year olds may work up to eight hours each day and 40 hours per week between the hours of 7 a.m. and 9 p.m.

When public school is in session, 16 and 17 year olds may not work before 6:30 a.m. or after 11 p.m. or for more than 8 hours per day, when school is scheduled the following day, nor during the hours that school is in session. These hour limitations do not apply on non-school days when a school day does not follow, during non-school weeks, and during summer vacation.

When school does not follow the next day, such as Friday, Saturday, and other days that precede a holiday, minors 16 and 17 may work until their shift is completed.

Example: A minor begins work on Saturday at 6:00 p.m. and the shift ends at 1:00 a.m.

Sunday morning. This is not considered a violation of the regulation that minors may not work before 6:30 a.m. when school is scheduled the following day, because the minor is completing his Saturday shift, and not beginning a work shift before 6:30 a.m. on Sunday.

Teens who are 16 and 17 years old may work no more than 30 hours per week when school is in session. However, during the summer vacation and non-school weeks they may work unlimited hours.

3. At what age can a minor work?

A minor must be 14 years old to work. {Exemptions are children that work in a parent's business in a non-hazardous occupation, newspaper delivery (10 years old), pages in the Florida Legislature and minors approved to work in the entertainment industry.}

4. When employers say they are not hiring teens due to the work restrictions, how do I market myself as a strong job candidate?

Remind employers that teens are great employees, will work fewer hours when shifts are limited (especially in retail jobs when hours are limited), especially during holidays and for seasonal jobs.

Visit your [regional Career Source Florida website](#) and the [Employ Florida Marketplace](#) for listings of summer job announcements and internship opportunities. Go into different businesses that normally hire teens to apply and even if they cannot offer you full time work, weekend work would help get your foot in the door.

5. What are common work exemptions?

Minors are exempt from the hour limitations of the Child Labor Law if they have been married, graduated from an accredited high school or hold a high school equivalency diploma, served in the military, have been authorized by a court order or have been issued a partial waiver by the public school or the Child Labor Program.