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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.

This chart summarizes the child labor laws of the State of Florida and the Federal Fair Labor Standards Act (FLSA).
The strictest provisions must be observed and are denoted by bold lettering. *The Federal law is italicized.*



SCHOOL ATTENDANCE

Florida: May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. *FLSA: No limitations.*

Minors 14 & 15 - Under 14 years old MAY NOT WORK
Florida & FLSA: May not work during school hours (some exceptions apply).

PERMITS TO WORK HOURS OF WORK, WHEN SCHOOL IS IN SESSION

Florida & FLSA: Not required, except the FLSA requires the employer to maintain date of birth information for all employees under 19 years old.

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.

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 non-school days, when school days do not follow, until 9 p.m.

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

HOURS OF WORK, WHEN SCHOOL IS NOT IN SESSION (summer vacation; winter, spring breaks)

Florida: No Limitations
FLSA: No limitations.
Note: Hazardous occupations still apply for minors.

Florida: May work up to 8 hrs. per day and up to 40 hrs. per week; may not work before 7 a.m. or after 9 p.m.

FLSA: May work up to 8 hrs. per day and up to 40 hrs. per week. Work must be performed between 7 a.m. and 7 p.m.; from June 1 to Labor Day may work until 9 p.m.

DAYS PER WEEK BREAKS

Florida: No more than 6 consecutive days in any one week. *FLSA: No limitations.*

Florida: Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break. *FLSA: No limitations.*

AGRICULTURE

Florida: Minors participating in farm work, not on their parents or guardian's farm, must comply with the same restrictions as in other work. *FLSA: No limitations.*

FLSA: No employment permitted during school hours. May work after school in occupations not declared hazardous in agriculture. See Child Labor Bulletin 102. (Exception: 12 and 13 year-olds may be employed with written parental consent or on a farm where the minor's parent is also employed; minors under 12 may be employed with written parental consent on farms where employers 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 Hour 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
- Wrecking, demolition or excavation
- Mining occupations
- Operating power-driven bakery; metal-forming, punching, and shearing machines; woodworking, paper products or hoisting machines
- Manufacturing brick and tile products
- Operating circular saws, band saws, & guillotine shears
- ** Working with compressed gases exceeding 40 psi
- ** Working in or around toxic substances, corrosives or pesticides
- ** Firefighting
- ** Working with electrical apparatus or wiring
- ** Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery or any moving machinery

EXEMPTIONS

Hour Restrictions — (from hour restrictions only; hazard restrictions still apply until 18 yrs.)

- Minors who hold waivers from a public school or Child Labor Compliance
- Minors who 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

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 Programs. 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 provisions 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 • www.myfloridalicense.com

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.

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



clearwatersun@yahoo.com

WARNING PHOTO ILLUSTRATION
Ask Colonel Clearwater
Dear Colonel Clearwater,
What a liberal rag! Forget experience. Look at expertise. You have to admit that Sen. McCain has a better grasp on foreign policy than the opposition. Admit it!
L.C., Largo, Florida
•Dear Colonel Clearwater, I liked the old *Clearwater Sun* better. At least you could wrap mullet in it. But your election issue really burned my patoot. It's obvious that you retouched the photos. (Background gone, etc.) It looks to me like you also shaved some love handles. What's with you? These politicians ain't no Nicolas Sarkozy. Ed Smith
•Dear Mr. Smith, When *Paris Match* tried adjusting the lighting on their picture of the French president, his belly shrank because "The correction was exaggerated during the printing process." It's surprising how many photos have been accidentally altered in Rosemary Woods-esque style dark room/computer incidents.
A code of ethics that won't let you remove the soup stains from a guy's tie is basically flawed. I, for one, prefer pretty pictures.
Colonel Clearwater

•Dear Colonel Clearwater, Barack Obama's preacher said "America's chickens are coming home to roost!" and other nasty stuff. I think we should vote against him. What do you think? P. Jones
•Dear Ms. Jones, When I was a sprout in a little church in the Wildwood, "my" preacher got in front of the flock (who were flapping cardstock fans with a funeral company's ad). He took out a handkerchief, wiped his brow and said, "it's a G**D** hot day out there." After the gasps died down he went on, "I heard a teenager say that to his friends this morning." Then he delivered a fiery sermon on "Taking the Lord's Name in Vain." He wasn't my preacher. I didn't think he should have used bad words in church. But he didn't consult me before saying it. And some of the grown-ups seemed to like it. (I think I was eight at the time).
I have a news flash for you: (act surprised and try not to feel silly.)
NEWS FLASH!
Innocent Black Minister Bitter About Racism!
Quoting people out of context: It's just part of the Silly Season. It's gonna get worse. Col.CW



What requires mandatory reporting. Legal requirements for mandatory reporting.

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A secured creditor pursuant to a security arrangement with the debtor company usually initiates this insolvency procedure. Australian law uses the term çAAAinsolvencyçAAA to refer to companies and bankruptcy in reference to individuals.Warning Signs for InsolvencyA company becomes insolvent when it no longer has the resources to pay its creditors when credit payments or lump sum amounts become due. These signs include continuing quarterly and annual financial losses, overdue tax liabilities and liquidity ratios that are below one. The Adult Abuse Mandated Reporters Training explains:Who is an adult in need of protective services in AlabamaHow to recognize abuse, neglect, and exploitation in vulnerable adultsWho is required to report adult abuse, neglect, and exploitationHow and what to report when abuse, neglect, or exploitation is suspectedWhat happens after a report is madeAdditional helpful information is located in the Make a Report and Definitions sections that supplement the trainings.Thank you for helping abused and neglected children and vulnerable adults!Skip site news (There are no discussion topics yet in this forum) Page 2 Photo Courtesy: Jernej Furman/Flickr Financial laws around the world can vary from those found in the U.S. In Australia, insolvency laws regulate the affairs of a company that can no longer pay its financial obligations. The proceeds of the sale are used to satisfy the companyçAAA debts and obligations. During the three months prior to the filing of the application, at least one financial issue must have occurred with the company. Voluntary administration is a restructuring option for companies facing insolvency to help them stave off liquidation or a winding-up procedure.

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