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

- Operating or assisting to operate tractors over 20 PTO horsepower
- Working with compressed gases exceeding 40 p.s.i.
- Minors under the age of 18 may not work in below occupations:
  - Operating or assisting to operate tractors over 20 PTO horsepower
  - Working with compressed gases exceeding 40 p.s.i.

**FLSA:** No employment permitted during school hours. May work after school in occupations not declared hazardous in agriculture. See Child Labor Bulletin 102.

**Agriculture:** 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.

**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.””

**EXEMPTIONS**

**Hour Restrictions** – (from hour restrictions only; hazard restrictions still apply)

- 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

**Age Restrictions** — (from age requirements; hazard restrictions still apply)

- 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 a minor is attending the K-12 public school, a waiver may be obtained and granted by the local school district. All applications must 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.

**NEW PENALITES** Florida: An employer may be subject to up to double the compensation otherwise payable under Florida Workers’ Compensation law.

**Postings Requirements** Florida: All employers of minors must post 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

1940 North Monroe Street • Tallahassee, FL 32399-3044 • Telephone 850.488.3131; Toll-Free 1.800.226.2536 • www.myflorida.com/dbpr

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/elsaw/