

Provisions of child Labor Laws Relating to Employment of Minors

The employer is responsible for seeing that minor employees work the proper hours and in non-hazardous occupations.

PROOF OF AGE: The employer must obtain and keep on file proof of the student's age. The certification of age on the reverse side of this form fulfills this requirement.

HOURS OF WORK: Child labor laws include the following restrictions:

1. Minors 16 and 17 years of age who have not graduated from high school shall not be permitted to work:
 - * (a) For more than six (6) consecutive days in one week;
 - (b) During school hours, unless a high school graduate, holds a GED, or is enrolled in a school work experience program;
 - * (c) For more than thirty (30) hours in any one week EXCEPT during holidays and summer vacations;
 - * (d) For more than eight (8) hours in any one day;
 - (e) For more than four (4) hours without a thirty-minute break;
 - * (f) Before 6:30 a.m. or after 11 p.m. when school is scheduled for the following day;
 - (g) Before 5 a.m. or after 1 a.m. when there is no school the following day.
2. Minors 14 and 15 years of age shall not be permitted to work:
 - (a) During school hours, unless a high school graduate, holds a GED, or is enrolled in a school work experience program;
 - (b) Before 7 a.m. or after 7 p.m. EXCEPT such minors may work until 9 p.m. from June 1 through Labor Day;
 - (c) For more than three (3) hours on any day when school is scheduled the following day;
 - (d) For more than eight (8) hours a day on non-school days;
 - (e) May work eight (8) hours on a day NOT preceding a school day;
 - * (f) For more than six (6) consecutive days in one week;
 - (g) For more than 15 hours a week when school is in session.
 - * Exemptions may be granted by the superintendent of schools on a hardship basis such as economic necessity, family emergency, or seasonal work

ALCOHOLIC BEVERAGES: No person under 18 years of age, regardless of marital status, may be employed in or about any place where alcoholic beverages are manufactured or sold for retail, except:

1. Drug stores, grocery stores, and automobile service stations which sell beer or wine for consumption off premises only;
2. Hotel/motel employees engaged in work apart from the area where alcoholic beverages are sold;
3. Professional entertainers 17 years of age when school is not in session the following day;
4. Young citizens of the state, in the exempted status, in bona fide food service establishments where a suitable on-the-job training program has been submitted and approved, provided they do not participate in the preparation, sale, or service of alcoholic beverages.

RESTRICTED (HAZARDOUS) OCCUPATIONS: According to the Fair Labor Standards Act, NO MINORS may be employed in the following hazardous occupations except those indicated by two asterisks (**) when specified conditions are met:

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| 1. In or around explosives; | ** 9. Operating or assisting to operate tractors over 20 PTO horse-power, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery, or any moving machinery; |
| ** 2. Logging or sawmilling; | ** 10. On any scaffolding, roofs or ladders above 6 feet; |
| ** 3. In building construction; | 11. Wrecking, demolition or excavation; |
| ** 4. In or around toxic substances, corrosives or pesticides; | 12. Mining occupations; |
| ** 5. Firefighting; | 13. Operation of power-driven bakery, metal-forming, woodworking working, paper products, hoisting machines, or meat slicers. |
| ** 6. Slaughtering, meat packing, processing, or rendering; | |
| ** 7. Electrical work; | |
| ** 8. Motor vehicle occupations; | |
- ** Student learners who are 16 or 17 years old AND who are enrolled in a cooperative vocational training program under a recognized educational authority may be employed in these occupations, PROVIDED such student learner is employed under a written agreement which provides:
- (a) That the work of the student learner in the occupation particularly hazardous shall be incidental to the training;
 - (b) That such work shall be intermittent, for short periods of time, and under the direct and close supervision of a qualified and experienced person;
 - (c) That safety instructions shall be given by the school and correlated by the employer with on-the-job training, and;
 - (d) That a schedule shall be prepared which states the organized and progressive work processes to be performed on the job.

IN ADDITION to the above requirements of the Fair Labor Standards Act, the Florida Child Labor Laws provide that minors younger than 16 may not work in the following areas or with the following equipment:

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| 1. Power-driven machinery; | ** 6. Door-to-door sales of products as employment; |
| 2. Oiling or cleaning machines; | 7. Spray painting; |
| 3. Work in freezers or meat coolers; | 8. Operating a motor vehicle; |
| 4. Using meat or vegetable slicers; | 9. Any manufacturing; |
| 5. Power-driven laundry or dry cleaning machinery; | ** 10. Alligator wrestling or work with snake pits or similar activities. |

NOTE: This information is a compilation of the child labor requirements under the Federal Fair Labor Standards Act and the Florida Child Labor Law, and is not intended to be comprehensive. Where the laws differ, the more stringent requirement is given. For complete information, see the respective laws.

(Revised July 14, 1993)