

RECOMMENDATIONS FOR REDUCING WORKPLACE INJURIES

The National Institute for Occupational Safety and Health (NIOSH) recommends that employers take the following steps to protect minors and minimize accidents.

- > Know and comply with child labor laws and occupational safety and health regulations that apply to your business. Post these regulations for workers to read.
- > Assess and eliminate the potential for injury or illness associated with tasks required of adolescents.
- > Provide training to ensure that adolescents recognize hazards and are competent in safe work practices.
- > Routinely verify that the adolescents continue to recognize hazards and employ safe work practices.
- > Evaluate equipment that adolescents are required to operate to ensure that it is both legal and safe for use by adolescents.
- > Ensure that adolescents are appropriately supervised to prevent injuries and hazardous exposures.
- > Involve supervisors and experienced workers in developing an injury and illness prevention program and in identifying and solving safety and health problems.

Be responsible, follow the law, and stay safe!

FOR MORE INFORMATION:

Please contact us for more information about **Florida's Child Labor Law**, to file a complaint about an employer, or to schedule a presentation about the **Child Labor Law**, call Toll-Free **1.800.226.2536** or **850.488.3131**.

Florida Department of
**Business &
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Protecting Youth Workers Florida's Child Labor Law

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While work provides numerous benefits for young people, it can also be dangerous.

Nationally, each year, more than 70,000 youth are injured on the job seriously enough to seek emergency room treatment.

There are both state and federal laws governing the hours that minors can work and the types of jobs they can perform. Employers are required to observe the stricter provisions. The following hour limitations represent the application of both state and federal laws.



Work Hours for Teens

	Minors 14 & 15	Minors 16 & 17
WORK HOURS WHEN SCHOOL IS IN SESSION	May not work before 7am or after 7pm from Labor Day – June 1 * May not work during normal school hours	May not work before 6:30am or after 11pm when there is school the next day
MAXIMUM HOURS WHEN SCHOOL IS IN SESSION	<ul style="list-style-type: none"> • 15 hours a week • 3 hours per day on school days • 8 hours a day Saturday, Sunday and non-school days, when school days do not follow, until 7pm 	<ul style="list-style-type: none"> • 30 hours a week but not more than 8 hours a day when a school day follows (Sunday-Thursday) • No more than six consecutive days
MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION	<ul style="list-style-type: none"> • 40 hours per week • 8 hours per day • May not work before 7am or after 9pm from June 1 – Labor Day 	No hour limitations when school is not in session
BREAKS AND SIX DAY LIMITATIONS	All minors should work no more than 4 consecutive hours without a 30-minute uninterrupted break and no more than six consecutive days. These limitations apply when school is in session, as well as when school is not in session.	

Florida does not require Work Permits and/or Working Papers and neither schools nor any governmental agencies issue them. However, most states do require work permits and many popular teen employers use applications that contain questions such as, "If you are under 18, can you supply a Work Permit?" While this is a legal question to ask, it is not applicable in Florida. State law requires Florida employers to keep proof of age for all minors they employ. As such, minors are encouraged to take proof of age and their social security number when they are job hunting.

*Minors should not work during regular school hours unless they are enrolled in a cooperative education program or have a waiver either from the public school they attend or from the Department of Business and Professional Regulation's Child Labor Program.



Hazardous Limitations* Prohibited Occupations for Minors 14 and 15:

- > Operating power driven machinery other than office machines, including all power mowers and cutters.
- > Maintaining or repairing machines, equipment and/or an establishment.
- > Loading and unloading trucks.
- > Conducting door-to-door sales of products (some exceptions apply).
- > Working in construction.
- > Cooking using electric or gas grills that involve cooking over an open flame; cooking using deep fat fryers that are not equipped with devices that automatically lower and raise the baskets into the grease; cleaning surfaces and equipment that is not power driven, including the filtering and dispensing of oil or grease when the temperature of the surfaces, equipment, oil and grease exceeds 100 degrees F; and all baking.
- > Work involving ladders, scaffolds or their substitutes.

Prohibited Occupations for All Minors:

- > Operating motor vehicles on public highways.
- > Working with electrical apparatus or wiring.
- > Operating circular saws, band saws and guillotine shears.
- > Operating certain power driven bakery machines, metal forming and punching machines, and hoisting apparatus.
- > Working in demolition, wrecking or excavation.
- > Working on roofs, scaffolding or ladders above six feet.
- > Operating power driven meat processing equipment, including meat-slicing machines, grinders and choppers.
- > Working in mining operations.
- > Working in logging or sawmilling operations.
- > Working in or around toxic substances or corrosives including pesticides or herbicides.
- > Operating or assisting to operate tractors over 20 PTO horsepower, forklifts, earthmoving equipment, any harvesting, planting, or plowing machinery, or any moving machinery.

* This is not a complete list of hazardous limitations. For additional information, please call the **Child Labor Program** toll-free at **1.800.226.2536**.