Purpose

Provides state standards for employment of children in agriculture.

Coverage

The Florida law is not applicable to minors working for their own parents during hours when public schools are not in session.

Minors ages sixteen and seventeen may not work during school hours unless

• A high school graduate.
• Holds a GED.
• Enrolled in vocational school.
• Outside the hours of 6:30 a.m. to 11:00 p.m. when school is scheduled the next day (does not apply during summer vacations and holidays).
• More than six consecutive days in a week.
• More than four consecutive hours without a 30-minute break.

Minors ages fourteen and fifteen may not work during school hours unless

• All of the above rules are followed for minors ages sixteen and seventeen.

Archival copy: for current recommendations see http://edis.ifas.ufl.edu or your local extension office.
• Work no more than three hours a day when school is scheduled for the following day, fifteen hours a week during school sessions (during holidays and summer vacations, the daily maximum is eight hours and the weekly maximum is forty hours).

• Outside the hours of 7:00 a.m. to 7:00 p.m. when school is scheduled the following day (during holidays and summer vacations, these minors may work until 9:00 p.m.).

• More than six consecutive days in a week.

• More than four consecutive hours without a 30-minute break.

**Hazardous Occupations**

*No minor under the age of eighteen may work*

• In or around toxic substances or corrosives, including pesticides or herbicides, unless proper field entry time allowances have been followed.

• Operating or assisting in operating tractors over 20-PTO horsepower, forklifts, or any harvesting, planting, plowing, or other moving machinery.

*Minors ages fourteen and fifteen may not work in the following occupations or use these equipment items*

• Power-driven machinery.

• A motor vehicle (operator).

• Oiling or cleaning machines.

• In freezers or meat coolers.

• Meat or vegetable slicers.

• Farm tractors (except on family-operated farms under close supervision of farm operator if they have completed a training course).

**Age Certificates**

Florida requires proof of age on record for children under the age of eighteen which may be satisfied by:

• Photocopy of child's birth certificate.

• Photocopy of child's driver's license.

• An age certificate issued by the school board of the district in which the child is employed.

• Photocopy of passport or visa listing child's date of birth.

**Posting of Notices**

Any person who hires or employs minors shall post, at a conspicuous place on the property or place of employment where it can be easily read, a poster notifying minors of the Florida Child Labor Law. The poster can be obtained from the Florida Department of Business and Professional Regulation, Division of Professions, Farm and Child Labor Program, upon request.

Employers of minors are also reminded of the necessity to comply with the Child Labor provisions of the federal Fair Labor Standards Act. (See EDIS document FE391, *Child Labor [Federal]*.)

**Workers' Compensation**

If an injured minor is employed contrary to the Florida Child Labor Law, double the compensation is payable by the employer, not the insurance carrier.

This double compensation penalty is inapplicable to minors working for their own parents during hours when public schools are not in session.

**Enforcement**

Penalties for violation of the Florida Child Labor Law can involve fines of up to $2,500 and/or a finding of guilty of a second-degree misdemeanor.

**Responsible Agency**

*Area Office*

Florida Department of Business and Professional Regulation

Division of Professions
Farm and Child Labor Program
Post Office Box 1698
Tallahassee, FL 3302-1698
(850) 488-3131 or
dial toll-free 1(800) 226-2536
http://www.state.fl.us/dbpr/pro/farm/index.shtml