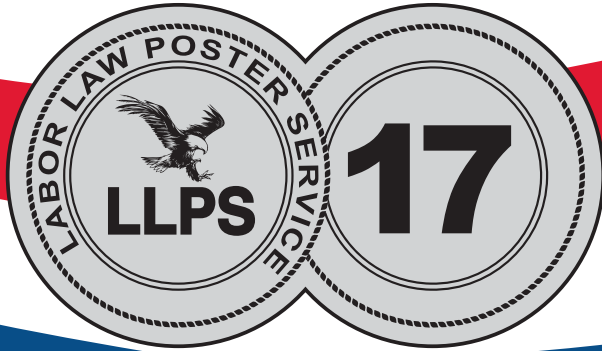


# 2017 Posting Requirements Florida



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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 stricter provisions must be observed and are denoted by bold lettering. *The Federal law is in italics*

MINORS 16 & 17		MINORS 14 & 15 — UNDER 14 YEARS OLD MAY NOT WORK
SCHOOL ATTENDANCE	Florida: May NOT work during school hours unless they meet a criterion of the Hour Restrictions listed below. <i>FLSA: No Limitations</i>	Florida & <i>FLSA</i> : May not work during school hours ( <i>some exceptions apply</i> ).
PERMITS TO WORK	Florida & <i>FLSA</i> : Not required, except the <i>FLSA</i> requires the employer to maintain date of birth information for all employees under 19 years old.	
HOURS OF WORK, WHEN SCHOOL IS IN SESSION	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. <i>FLSA: No limitations.</i>	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 <i>Friday, Saturday, Sunday</i> , and on nonschool days, when school days do not follow, until 9 p.m. <i>FLSA: Daily maximum of 3 hours on school days, 8 hours non school days; weekly maximum is 18 hours; not before 7 a.m. or after 7 p.m.</i> Note: Application of both state and federal law allows this age group to work up to 8 hours on Saturday, Sunday and nonschool 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 <i>FLSA: No limitations.</i> Note: Hazardous occupations still apply for minors.	Florida: May work up to 8 hours per day and up to 40 hours per week; may not work before 7 a.m. or after 9 p.m. <i>FLSA: May work up to 8 hrs. per day and up, to 40 hours 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.</i>
DAYS PER WEEK	Florida: No more than 6 consecutive days in any one week. <i>FLSA: No limitations.</i>	
BREAKS	Florida: Minors may work no more than 4 consecutive hours without a 30 minute uninterrupted break. <i>FLSA: No limitations.</i>	
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. <i>FLSA: No limitations.</i>	

*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 employees are exempt from the Federal minimum wage provisions.)*

**RESTRICTED OCCUPATIONS** The State of Florida has incorporated the 17 Hazardous Occupations (HO's) of the FLSA into the Florida law and Child Labor Rule. For more info on HO's, contact the U.S. Department of Labor, Wage & 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 & 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 p.s.i.
- \*\* 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, and harvesting, planting, or plowing machinery or any moving machinery

#### Minors 14 and 15 may not work in these occupations:

- Operating any power-driven machinery other than office machines, including all power mowers and cutters
- Maintaining or repairing an establishment, machines, or equipment
- Working in freezers or meat coolers
- Operating, setting up, adjusting, or cleaning power-driven meat or vegetable slicers, grinders, food choppers, and cutters, and bakery-type mixers
- Operating motor vehicles
- Manufacturing, mining, or processing occupations where goods are manufactured, mined, or processed
- Cooking (some exceptions apply) & baking
- Working in occupations in Transportation, Warehouse & Storage, Communications, and Construction (except clerical); boiler or engine rooms
- Loading and unloading trucks
- Working in public messenger services
- \*\* Handling certain dangerous animals
- \*\* Conducting door-to-door sales of products as employment (some exceptions)
- \*\* Spray painting

#### 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.

#### 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 are or 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 the 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 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.

**PENALTIES** Florida: Employment of minors in violation of Florida Child Labor law 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 provision 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, this 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](http://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;  
Toll-Free 1.866.487.9243; [www.dol.gov/elaws/flsa.htm](http://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"

## FLORIDA LAW PROHIBITS

## DISCRIMINATION

### BASED ON:

RACE, COLOR, RELIGION, SEX,  
NATIONAL ORIGIN, DISABILITY, AGE,  
PREGNANCY OR MARITAL STATUS

## WHAT IS COVERED UNDER THE LAW:

- EMPLOYMENT
- PUBLIC ACCOMMODATIONS
- RETALIATION AFTER FILING A CLAIM
- STATE EMPLOYEE WHISTLE-BLOWER RETALIATION

*If you feel that you have been  
discriminated against,  
visit our web site or call us!*

## FLORIDA COMMISSION ON HUMAN RELATIONS

4075 Esplanade Way, Suite 110

Tallahassee, Florida 32399

<http://FCHR.state.fl.us>

Phone: (850) 488-7082

Voice Messaging: 1-800-342-8170

## CHOKING ON FOOD

A choking victim can't speak or breathe and needs your help immediately. Follow these steps to help a choking victim:

- From behind, wrap your arms around the victim's waist.
- Make a fist and place the thumb side of your fist against the victim's upper abdomen, below the ribcage and above the navel.
- Grasp your fist with your other hand and press into their upper abdomen with a quick upward thrust. Do not squeeze the ribcage; confine the force of the thrust to your hands.
- Repeat until object is expelled.



Universal Sign of Choking

### UNCONSCIOUS VICTIM, OR WHEN RESCUER CAN'T REACH AROUND VICTIM:

Place the victim on back. Facing the victim, kneel astride the victim's hips. With one of your hands on top of the other, place the heel of your bottom hand on the upper abdomen below the ribcage and above the navel. Use your body weight to press into the victim's upper abdomen with a quick upward thrust. Repeat until object is expelled. If the victim has not recovered, proceed with CPR.

The victim should see a physician immediately after rescue.

Don't slap the victim's back. (This could make matters worse.)

### The Heimlich Maneuver for CHOKING INFANTS:

A choking victim can't speak or breathe and needs your help immediately. Follow these steps to help a choking infant:

Lay the child down, face up, on a firm surface and kneel or stand at the victim's feet, or hold infant on your lap facing away from you. Place the middle and index fingers of both your hands below his ribcage and above his navel. Press into the victim's upper abdomen with a quick upward thrust; do not squeeze the ribcage. Be very gentle. Repeat until object is expelled.

If the victim has not recovered, proceed with CPR. The victim should see a physician immediately after rescue.

Don't slap the victim's back. (This could make matters worse.)

### The Heimlich Maneuver for CHOKING (ONESELF):

When you choke, you can't speak or breathe and you need help immediately. Follow these steps to save yourself from choking:

- Make a fist and place the thumb side of your fist against your upper abdomen, below the ribcage and above the navel.
- Grasp your fist with your other hand and press into your upper abdomen with a quick upward thrust.
- Repeat until object is expelled.

Alternatively, you can lean over a fixed object (table edge, chair, railing) and press your upper abdomen against the edge to produce a quick upward thrust. Repeat until object is expelled.

See a physician immediately after rescue.

## EQUAL OPPORTUNITY IS THE LAW

### IT IS AGAINST THE LAW FOR THIS RECIPIENT OF FEDERAL FINANCIAL ASSISTANCE TO DISCRIMINATE ON THE FOLLOWING BASES:

- against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief; and
- against any beneficiary of programs financially assisted under Title I of the Workforce Investment Act of 1998 (WIA), on the basis of the beneficiary's citizenship/status as a lawfully admitted immigrant authorized to work in the United States, or his/her participation in any WIA Title I-financially assisted program or activity.

### THE RECIPIENT MUST NOT DISCRIMINATE IN ANY OF THE FOLLOWING AREAS:

- deciding who will be admitted, or have access to, any WIA Title I-financially assisted program or activity;
- providing opportunities in, or treating any person with regard to, such a program or activity; or
- making employment decisions in the administration of, or in connection with, such a program or activity.

### WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

Equal Opportunity Officer  
Office for Civil Rights (OCR)  
Department of Economic Opportunity

OR

The Director  
Civil Rights Center (CRC)  
U.S. Department of Labor  
200 Constitution Avenue NW  
Room N-4123  
Washington, DC 20210

If you file your complaint with the Office for Civil Rights (OCR), you must wait either until the OCR issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (CRC). (See the address above.)

If the OCR does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you do not have to wait for the OCR to issue that Notice before filing a complaint with CRC. However, you must file your CRC complaint within 30 days of the 90 day deadline (in other words, within 120 days after the day on which you filed your complaint with the OCR).

If OCR gives you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

For information or to file a complaint, contact

Office for Civil Rights  
Department of Economic Opportunity  
Caldwell Building – MSC 150  
107 East Madison Street, Tallahassee, Florida 32399-4129  
Phone: 850-921-3205  
Fax: 850-921-3122 E-mail: [Civil.Rights@deo.myflorida.com](mailto:Civil.Rights@deo.myflorida.com)  
TTY via the Florida Relay Service (FRS): 711

An equal opportunity employer/program  
Auxiliary aids and services are available upon request to individuals with disabilities

## INTERPRETIVE SERVICES

## ATTENTION

If you do not speak English, or if you are deaf, hard of hearing, or sight impaired, YOU can have interpretive and translation services provided at no charge. Please ask for assistance.

## ¡ATENCIÓN!

Si usted no habla inglés, o es sordo, o mudo, o siego, usted puede pedir servicios de interprete o traductor a no costo de su parte. Por favor, pida ayuda.