

■ CHILD LABOR LAW

TERMS:

Minimum Age — As in most other occupational and industrial categories, generally no one under the age of 14 may be employed or permitted to work in agricultural activities.

Proof of Age — Anyone who intends to hire or employ any worker under 18 years of age must first obtain and keep on record during the entire period of employment proof of the worker's age. The range of acceptable documentation is limited to either (1) a photocopy of the worker's birth certificate, (2) a photocopy of the worker's driver's license, (3) an age certificate issued by the school board in the public school district in which the worker is employed, or (4) a photocopy of a passport or visa which shows the worker's date of birth.

Hazardous Occupations — In general, no one under the age of 16 may be employed in connection with power-driven farm machinery, and no one under the age of 18 may work in fields where pesticides or herbicides have been applied until the applicable re-entry times have expired. Farmworkers 14 and 15 years of age may drive tractors only under close supervision of the farm operator.

Hours of Work —

Children Age 14 and 15 — Workers 14 and 15 years of age may not work before 7:00 a.m. or after 7:00 p.m. on days before school days, nor for more than 15 hours in any one week. On school days, they generally may not work more than 3 hours except when there is no school the following day. During holidays and summer vacations, 14- and 15-year-old children may work only between the hours of 7:00 a.m. and 9:00 p.m., for no more than 8 hours in any one day, and for no more than 40 hours in any one week.

Children Age 16 and 17 — Workers 16 and 17 years of age may not work before 6:30 a.m., after 11:00 p.m., or for more than 8 hours on any day before a school day. When school is in session, 16- and 17-year-olds are limited to working no more than 30 hours in any one week, and they are not permitted to work during school hours without a waiver or other exception. At no time may they work for more than 6 consecutive days in any one week.

Meal Periods — No one 17 years old or younger may work or be allowed to work for more than 4 hours straight without a meal break of at least 30 minutes.

ENFORCEMENT: *Child Labor Program, Division of Regulation, Department of Business and Professional Regulation, Tallahassee, Florida 32399 (850-488-3131).*