A bill to be entitled

An act relating to employment; repealing ss. 2 and 3 of chapter 2024-80, Laws of Florida, which prohibits political subdivisions from maintaining a minimum wage other than a state or federal minimum wage and provides construction; amending s. 218.077, F.S.; prohibiting political subdivisions from maintaining a minimum wage other than a state or federal minimum wage; prohibiting political subdivisions from controlling, affecting, or awarding preferences based on the wages or employment benefits of entities doing business with the political subdivision; revising and providing applicability; amending s. 450.081, F.S.; revising certain employment restrictions for specified minors; revising the age at which certain employment restrictions do not apply, except in accordance with federal law; revising the exceptions to certain work restrictions; removing the authority of the Department of Business and Professional Regulation to grant a waiver of employment restrictions; providing effective dates.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Sections 2 and 3 of chapter 2024-80, Laws of

Florida, are repealed.

Section 2. Effective September 30, 2025, subsection (2) and paragraph (a) of subsection (3) of section 218.077, Florida Statutes, are amended to read:

218.077 Wage and employment benefits requirements by political subdivisions; restrictions.—

(2)(a) Except as otherwise provided in subsection (3), a political subdivision may not establish, mandate, maintain, or otherwise require an employer to pay a minimum wage, other than a state or federal minimum wage, to apply a state or federal minimum wage to wages exempt from a state or federal minimum wage, or to provide employment benefits not otherwise required by state or federal law.

(b) A political subdivision may not through its purchasing or contracting procedures seek to control or affect the wages or employment benefits provided by its vendors, contractors, service providers, or other parties doing business with the political subdivision.

(c) A political subdivision may not through the use of evaluation factors, qualification of bidders, or otherwise award preferences on the basis of wages or employment benefits provided by vendors, contractors, service providers, or other parties doing business with the political subdivision.

(3) This section does not:

(a) Limit the authority of a political subdivision to

establish a minimum wage other than a state or federal minimum wage or to provide employment benefits not otherwise required under state or federal law:

1. For the employees of the political subdivision; or

~~2. For the employees of an employer contracting to provide goods or services for the political subdivision, or for the employees of a subcontractor of such an employer, under the terms of a contract with the political subdivision; or~~

2.~~3.~~ For the employees of an employer receiving a direct tax abatement or subsidy from the political subdivision, as a condition of the direct tax abatement or subsidy.

Section 3. The amendments to s. 218.077, Florida Statutes, by this act, do not impair any contract entered into before September 30, 2025.

Section 4. Section 450.081, Florida Statutes, is amended to read:

450.081 Hours of work in certain occupations.—

(1)(a) Minors 15 years of age or younger may not be employed, permitted, or suffered to work:

1. Before 7 a.m. or after 7 p.m. when school is scheduled the following day.

2. For more than 15 hours in any one week when school is in session.

(b) On any school day, minors 15 years of age or younger who are not enrolled in a career education program may not be

gainfully employed for more than 3 hours, unless there is no session of school the following day.

(c) During holidays and summer vacations, minors 15 years of age or younger may not be employed, permitted, or suffered to work before 7 a.m. or after 9 p.m., for more than 8 hours in any one day, or for more than 40 hours in any one week.

(2)(a) Minors 16 and 17 years of age may not be employed, permitted, or suffered to work~~:~~

~~1.~~ before 6:30 a.m. or after 10 ~~11~~ p.m. when school is scheduled the following day.

~~2. For more than 8 hours in any one day when school is scheduled the following day, except when the day of work is on a holiday or Sunday.~~

~~3. For more than 30 hours in any one week when school is in session. However, a minor's parent or custodian, or the school superintendent or his or her designee, may waive the limitation imposed in this subparagraph on a form prescribed by the department and provided to the minor's employer.~~

~~(b) On any school day, minors 16 and 17 years of age who are not enrolled in a career education program may not be gainfully employed during school hours.~~

(3) Minors 15 years of age or younger may not be employed, permitted, or suffered to work in any gainful occupation for more than 6 consecutive days in any one week.

(4) Minors 15 years of age or younger may not be employed,

permitted, or suffered to work for more than 4 hours continuously without an interval of at least 30 minutes for a meal period; and for the purposes of this section ~~law~~, a period of less than 30 minutes is not deemed to interrupt a continuous period of work. ~~Minors 16 and 17 years of age who are employed, permitted, or suffered to work for 8 hours or more in any one day as authorized by this section may not be employed, permitted, or suffered to work for more than 4 hours continuously without an interval of at least 30 minutes for a meal period.~~

(5) Subsections (1)-(4), except in accordance with federal law, do not apply to:

(a) Minors 14, 15, 16, and 17 years of age who have graduated from high school or received a high school equivalency diploma.

(b) Minors who are within the compulsory school attendance age limit and who hold a valid certificate of exemption issued by the school superintendent or his or her designee pursuant to s. 1003.21(3).

(c) Minors enrolled in a public ~~an~~ educational institution who qualify on a hardship basis, such as economic necessity or family emergency. The school superintendent or his or her designee shall make such determination and issue a waiver of hours to the minor and the employer. The form and contents thereof shall be prescribed by the department.

(d) Minors 14, 15, 16, and 17 years of age who are in a home education program or are enrolled in an approved virtual instruction program in which the minor is separated from the teacher by time only.

(e) Minors in domestic service in private homes, minors employed by their parents, or pages in the ~~Florida~~ Legislature.

~~(6) The department may grant a waiver of the restrictions imposed by this section pursuant to s. 450.095.~~

(6)~~(7)~~ The presence of a minor in any place of employment during working hours is prima facie evidence of his or her employment therein.

(7)~~(8)~~ A violation of this section is ~~An employer who requires, schedules, or otherwise causes a minor to be employed, permitted, or suffered to work in violation of this section commits a violation of the law,~~ punishable as provided in s. 450.141.

Section 5. Except as otherwise expressly provided in this act, this act shall take effect July 1, 2025.