

CHILD LABOR LAWS

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From its inception, the Fair Labor Standards Act (FLSA) has protected the rights, safety and well being of young workers in the United States. The Child Labor Laws, as outlined by the FLSA, typically govern students and employers.

Anytime students have assigned duties and contribute to the completion of a work activity an "employment" relationship exists. Accordingly, work experiences are considered "employment" relationships and student employees are subject to all applicable FLSA/Child Labor Law regulations.

As employees, students must:

- be paid at least minimum wage
- receive no less than 1 1/2 times the regular rate of pay for each hour of overtime
- be employed in accordance with Child Labor Laws

Florida's Child Labor program enforces the provisions of the Florida Child Labor Law. The purpose of the law is to protect the health and welfare of minors in the workplace and to safeguard their education. To view Child Labor Law components, please view the Child Labor Law Education section.

FLORIDA LAWS

Florida Child Labor Handbook

Handbook designed to serve as a convenient guide for use by employers, schools, minors and parents on laws governing the employment of minors in Florida.

Florida Child Labor Rule/Administrative Code 61L-2

Document that presents Child Labor requirements in greater detail than the Florida Statutes. It also carries the weight of law.

Florida Statutes 450, Part I

The Florida Child Labor Law which covers the basic regulations governing the working relationship between minors and their employers.

FEDERAL LAWS

Federal eLaws

The United States Department of Labor (USDOL), Division of Wage and Hour, offers assistance to employers and employees with information on understanding the Fair Labor Standards Act (FLSA).

Federal Child Labor Regulations

Federal regulations pertaining to Child Labor Law.

Federal Child Labor Hazards 14-15

Federal regulations pertaining to Child Labor hazards for minors between the ages of 14 and 15.

Federal Child Labor Hazards 16-17

Federal regulations pertaining to Child Labor hazards for minors between the ages of 16 and 18.

Youth Rules

Department of Labor/Division of Wage and Hour site that gives parents, youth and employers the federal hour limitations and job restrictions for youth.

Youth Rules - Youth 2 Work

Department of Labor/Division of Wage and Hour site that gives parents and youth information on youth careers, industries that employ youth and youth safety guidelines.

TEACHER RESOURCES**Child Labor Laws - Frequently Asked Questions**

Document summarizing Child Labor Law questions that are frequently asked by parents, teens, employers, and educators.

14 and 15 Year Old Student Workers

Summary of the work hour laws for minors aged 14 and 15.

16 and 17 Year Old Student Workers

Summary of the work hour laws for minors aged 16 and 17.

Child Labor Law Summary

One-page chart summarizing the Child Labor Laws.

Child Labor Law Poster

Provides Labor Law work hours and age requirements.

Employee Polygraph Protection Poster

Identifies regulations concerning polygraph testing.

Equal Employment Opportunity Poster

Poster that provides information concerning the laws and procedures for filing complaints of violations of laws with the Office of Federal Contract Compliance Programs.

Fair Labor Standards FLSA Minimum Wage Poster

Identifies minimum wage requirements.

Family and Medical Leave Act Poster

This poster summarizing the major provisions of The Family and Medical Leave Act explains to employees how to file a complaint.

Notice To Workers With Disabilities Poster

Poster that explains the conditions under which special minimum wages may be paid.

HAZARDOUS OCCUPATIONS**Contacts**

One page summary of all the state and federal Child Labor Law contacts.

Child Labor Brochure

A brochure designed to provide students, parents, teachers and employers with the hour limitations and hazardous restrictions for working minors.

Child Labor Coalition

A national network for the exchange of information about child labor; for protecting working minors; and ending child labor exploitation.

Employment in Violations of Laws or Rules

Chart summarizing employer violations of Child Labor Laws and the fines associated with those violations.

Hazardous Occupations Overview

A quick look at hazardous occupation limitations and exemptions for all minors.

Hazardous and Safety Information

My Florida/Department of Business and Professional Regulations page that identifies the occupations prohibited from minors.

National Institute for Occupational Safety and Health (NIOSH)

Website for young worker safety and health

Occupations Prohibited/Permitted Chart

Summary of working conditions and environments that are prohibited and permitted by the Child Labor Laws.

OSHA - Youth

Premier site for teen worker safety and health information.

Teen Driving Limitations

Explanation of the driving limitations for minor employees.

Youth Rules

Department of Labor/Division of Wage and Hour site that has a guidance section on preventing workplace injuries. **Youth Rules - Youth 2 Work**

Department of Labor/Division of Wage and Hour site that gives parents and youth information on youth safety guidelines.

LABOR REPORTS

Child Labor Laws and Enforcement

Report that examines current federal Child Labor Laws, compares state Child Labor Laws, and discusses government programs that affect young workers.

A Detailed Look at Employment of Youth Aged 12 to 15

Report that examines employment patterns of youth based on the National Longitudinal Survey of Youth - 1997

Trends in Youth Employment: Data from the Current Population Survey

Report that provides data from the Current Population Survey on incidence and type of employment for youths in various demographic and income groups.

Youth Employment in Agriculture

Report that focuses on paid employment of youths in crop agriculture.

Occupational Injuries, Illnesses, and Fatalities

Report that provides a statistical profile of risks to the safety and health of working youth.

The Relationship of Youth Employment to Future Educational Attainment and Labor Market Experience

Report that examines the relations between youths' work activities while in school and their future educational attainment and labor market success.

LINKS

Bureau of Labor Statistics

Homepage for this division of the Department of Labor containing research and reports on trends in youth labor

Child Labor Coalition

A national network for the exchange of information about child labor; for protecting working minors; and ending child labor exploitation.

Department of Labor - Youth & Labor

Department of Labor web site for Child Labor Law resources.

Department of Labor - Wage and Hour Division

Provides employers and employees the information they need to understand Federal minimum wage, overtime, and child labor.

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FirstGOV for Workers

Site connecting workers to government services and information. Categories include jobs, family and health, money management, citizenship, learning, transportation and housing, right and protections, and recreation and travel.

International Labor Organization

The ILO's virtual classroom on child labor has resources for elementary, high school, and college students and their teachers.

My Florida

Florida Department of Labor and Employment Security/Department of Business and Professional Regulations website.

National Institute for Occupational Safety and Health (NIOSH)

Website for young worker safety and health

OSHA - Youth

The premier site for teen worker safety and health information.

Poster: Employee Polygraph Protection

Identifies regulations concerning polygraph testing.

Poster: Equal Employment Opportunity

Provides information concerning the laws and procedures for filing complaints of violations of laws with the Office of Federal Contract Compliance Programs.

Poster: Fair Labor Standards FLSA Minimum Wage

Identifies minimum wage requirements.

Poster: Family and Medical Leave Act

Summarizes the major provisions of The Family and Medical Leave Act and explains to employees how to file a complaint.

Poster: Notice To Workers With Disabilities

Explains the conditions under which special minimum wages may be paid.

Summer Youth Labor Force

Provides statistics from the Bureau of Labor Statistic's Current Populations Survey that examine employment and unemployment among youth.

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