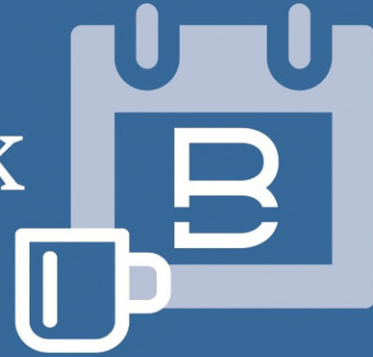


The Work Week

Bassford Remele Employment Practice Group



March 31, 2025

Welcome to another edition of *The Work Week with Bassford Remele*. Each Monday morning, we will publish and send a new article to your inbox to hopefully assist you in jumpstarting your work week.

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Florida Looks to Ease Child Labor Laws

[Michael J. Pfau](#)

In response to labor shortages, Florida lawmakers are considering Senate Bill 918 (SB 918), a proposal to relax child-labor laws and allow teenagers to work extended hours, including overnight shifts on school days. This initiative has sparked a debate over balancing workforce needs with the protection and well-being of young workers.

Current Child-Labor Regulations in Florida

Under existing Florida statutes, 16- and 17-year-olds are restricted from working before 6:30 a.m. or after 11 p.m. on school days, with a cap of 30 hours per week during the academic term. These measures aim to ensure that employment does not interfere with students' educational commitments and well-being.

Proposed Legislative Changes

SB 918 seeks to eliminate these restrictions, permitting 16- and 17-year-olds to work unrestricted hours, including overnight shifts, even on school nights. Additionally, certain provisions would extend to 14- and 15-year-olds, particularly those who are homeschooled or enrolled in virtual education programs. Proponents, including Governor Ron DeSantis, argue that this approach empowers parents to decide their children's work schedules and helps fill employment gaps left by the departure of undocumented workers.

Supporters contend that easing child-labor restrictions can mitigate labor shortages in sectors traditionally reliant on immigrant labor. They emphasize the role of parental discretion in determining suitable work hours for their children and suggest that early work experience can instill valuable skills and a strong work ethic.

Child-Labor Laws in Minnesota

Minnesota has different child-labor laws based on age:

- 14- and 15-year-olds: Cannot work before 7 a.m. or after 9 p.m., with a maximum of 8 hours per day and 40 hours per week (outside school weeks).
- 16- & 17-year-olds: Cannot work after 11 p.m. on school nights or before 5 a.m. the following day (can work until 11:30 p.m. with parental permission).

Minors are also banned from working in hazardous industries such as construction, logging, mining, and operating heavy machinery. Additional restrictions apply to work involving toxic chemicals, explosives, and other dangerous conditions. The law does allow for a few exceptions which may apply different rules, such as minors working in agriculture, family businesses, or the entertainment industry.

It's still unknown whether other states will begin to look at easing child-labor restrictions following Florida's lead. The Bassford Remele Employment Group can help employers understand and follow Minnesota and federal regulations, ensuring minors work safely and legally. From policy reviews to compliance training, our team provides clear guidance to prevent violations and protect your business. Please reach out with any questions.

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