

**AAUW Florida Priority:**

The American Association of University Women of Florida advances equity for women and girls through advocacy, education, and research.

**Position Paper for HB 49 - Employment and Curfew of Minors  
Sponsored by Rep. Linda Chaney, District 69**

AAUW advocates for equity in education, employment, and safety. The passage of HB 49 would undo decades of child labor protections for 16- and 17-year old students in Florida. If passed, employers could require students to work:

- Before 6:30 a.m. or after 11 p.m., even if school is scheduled the next day.
- More than 8 hours per day even if school is the next day.
- More than 30 hours per week even during the school year.
- During regular school hours.
- More than 6 days in a row even during the school year.
- More than 4 hours without a break even during the school year.

Students could be employed without parental consent. Communities would be banned from enacting local laws to counter the effects of the bill.

**Proponents say:**

- Passage will provide a much-needed workforce for Florida's heavily service- and hospitality-oriented job market. Employers will be more willing to hire teen workers when they do not have to worry about violating the labor laws with regard to employment of minors.
- Students must still attend school according to the requirements of FL Statute 1003.21.
- Passage will align Florida with federal law and with 24 other states, including such "blue" states as VT, IL, NH, and NJ.
- Working will provide mental and physical health benefits for students and will help them build skills and confidence.
- By starting work at a younger age, lifetime earnings will improve.
- States that have passed such legislation have demonstrated improved graduation rates.
- Protections from hazardous working conditions for minors will still be in place.
- Labor protections for students 15 years of age and younger will still be in place.

**Opponents say:**

- Approximately 94,000 students could be affected, based on the percentage of 16- and 17-year olds in FL who are currently employed.
- The law is intended to create a pool of undereducated workers for low-wage jobs.
- Not requiring parental permission contradicts Florida's commitment to parents' rights.
- Students are unprepared to advocate for their rights as employees and could be subjected to physical danger, sexual harassment, and wage theft without knowledge of resources to protect themselves.
- Research repeatedly indicates a positive correlation between level of education and long-term financial and emotional success.
- From 2019 to 2022, child labor violations in FL nearly tripled.
- There are already legal measures in place to serve families that really need this option.
- If 16- and 17-year olds are not adults when it comes to making decisions about their health care, they are not adults in workforce issues.

AAUW FL opposes the passage of HB 49.