

# Child Labor: Frequently Asked Questions

**Who needs a work permit?** All minors under 18. Employers must have a work permit on file for each employee under 18 by the first day of employment.

**When are permits required?** Permits are required all year

**How do I get a work permit?** Work permits are issued at most high schools throughout the state, if the local school cannot issue the permit, the county or city board of education can issue the permit. The teen may obtain the application form for a work permit from school or at our website, then the employer must complete the application, the teenager must then apply **in person** at the school or board for a permit to be issued, with proof of age.

**What hours can 14- or 15-year-olds work?** During the months when public schools are in session, 14- or 15-year-olds may **not** work during school hours, they can work between 7 a.m. and 7 p.m. and no more than three hours on a school day. They may not work more than a total of 18 hours per week. During the **summer months** when public schools **are not in session**, a minor may work up to eight hours per day between 7 a.m. and 9 p.m. but not more than 40 hours per week.

**What hours can a 14- or 15-year-old home schooled teen work?** 14- or 15-year-old home schooled students have the same restrictions as any other 14- or 15- old. (same as above).

**What hours can 16-17-18-year-olds work?** 16-17-or 18 year-olds, who are enrolled in high school, may not work before 5 a.m. or after 10 p.m. on a night preceding a school day **(typically Sunday through Thursday)**. If the teen has completed high school or is no longer in school, there are no hour restrictions.

**Where can I work at 14 or 15?** You can work in an office, grocery store, retail store, restaurant, movie theater, or amusement park.

**Where can I work at 16 or 17?** You can work in any job that is not hazardous. Prohibited jobs include work in mining, logging, meatpacking, roofing, excavation or demolition. You can not drive a car or forklift. Also, you can not work with explosives, radioactive materials or most power-driven saws or machines.

**What about meals and rest periods?** Employees ages 14 or 15 who are required to work more than five (5) hours continuously, must be given a meal/rest period of at least 30 minutes duration. There is no break law for minors 16 and older.