

CHILD LABOR – HOURS OF WORK – SUMMARY CHART

	Ages 16 & 17 Must have completed 7th grade to work while school in session.	Ages 14 & 15 Must have completed 7 th grade to work while school in session.	Ages 12 & 13 May never be employed on any schoolday either before or after school.
SCHOOL IN SESSION*	4 hours per day on any schoolday** 8 hours on any non-schoolday or on any day preceding a non-schoolday. 48 hours per week ¹ WEE students & personal attendants may work more than 4 hours on a schoolday, but never more than 8. ¹ WEE Work Experience Education	3 hours per schoolday outside of school hours 8 hours on any non-schoolday 18 hours per week ¹ WEE students may work during school hours & up to 23 hours per week.	May be employed only during school holidays and vacations (includes weekends). Daily and weekly work hour maximums with school in session not specified in statute, but may not exceed the maximum allowed when school is not in session or the maximum stated on permit. Not eligible for ¹ WEE programs.
SCHOOL NOT IN SESSION	8 hours per day 48 hours per week	8 hours per day 40 hours per week	8 hours per day 40 hours per week
SPREAD OF HOURS	5 a.m. – 10 p.m. However, until 12:30 a.m. on any evening preceding a non-schoolday WEE students, with permission, until 12:30 a.m. on any day Messengers: 6 a.m. – 9 p.m.	7 a.m. – 7 p.m., except that from June 1 through Labor Day, until 9 p.m.	7 a.m. – 7 p.m., except that from June 1 through Labor Day, until 9 p.m.

Permits must be revoked (*by school officials or the Labor Commissioner*) if work exceeds the hours stated on the permit. With few exceptions, all employees are entitled to one day of rest in seven. Days of rest may be accumulated providing that in each calendar month the employee receives the equivalent of one day of rest in seven. School attendance is not considered work time.

*Statutes governing workhours for 14- and 15-year-olds use the phrase, “while school is in session,” for the three-hour day, 18-hour week. The U.S. Department of Labor considers the term “school in session” to mean the scheduled schooldays of the public school system in the county where the minor resides. A school week under federal standards is any week during which school is in session for at least one day. Since the school session is derived from the schedule for the county’s public schools, school may be considered in session for a minor who attends a private school that is closed during the summer if the public schools are in session at that same time.

**A “schoolday” is any day that the minor is required to attend school for 240 minutes or more.

