



CHILD LABOR LAWS

What jobs and hours
can teens work?



Agenda

1. Youth Rules!
2. Dangerous jobs
3. 16-17 years old
4. 14-15 years old
5. Agriculture Jobs
6. Know what to do
7. Where to go for help



Youth Rules!

- Gain valuable work experience
- Positive, safe environments
- Earn money
- Prepare for the 21st century workforce



By the numbers

- Federal Minimum Wage = \$7.25/hour (state laws may have higher minimum)
- Tipped Employees = at least \$2.13/hour + tips must equal **\$7.25/hour for first 40 hours** (state laws may vary)
- Overtime = 1.5 x the regular hourly rate after 40 hours worked
- Paycheck deductions may not bring your wages below minimum wage or overtime pay (e.g., uniforms, unpaid customer bills)
- Most job training must be paid





DANGEROUS JOBS

Some jobs are prohibited for teenagers under 18.
What are they?



Danger! - Prohibited for teens under 18

- Explosives
- Exposure to radioactive materials
- Mining (incl. coal)
- Forestry
- Woodworking machines
- Saws
- Driving
- Meat & poultry packing/processing
- Bakery machines
- Paper processing machines
- Manufacturing of bricks & tiles
- Demolition
- Roofing
- Excavation
- Metal working & shearing
- Operation of power-driven hoists



AGE LIMITS

What non-agricultural jobs can you do when you're under 18?



16 –17 years old



Pay

- Federal minimum wage
- Wages + tips = at least min wage
- Overtime



Time Limitations

- No limits



Allowable

- Everything **but** the dangerous jobs

14 – 15 years old



Pay

- Federal minimum wage
- Wages + tips = at least min wage



Time Limitations

- Not allowed before 7 a.m. (always)
- **Labor Day – June 1**: not after 7 p.m.
- **June 1 – Labor Day**: not after 9 p.m.
- 3 hrs/day on school days, incl. Fridays
- 18 hrs/week when school is in session (regardless of month)
- 8 hrs/day max on non-school days
- 40 hrs/week max during non-school weeks



Allowable

- Some food service jobs
- Most retail jobs
- Office & cleaning jobs
- Creative work, like singing
- Camp counselor, tutoring, or teaching jobs
- Lifeguarding (15-year-olds only)



AGRICULTURE JOBS

Jobs in agriculture are different.



What's the difference?

14 or 15 years old

- You **may work** in specific non-hazardous jobs on farms **outside school hours**

16 years or older

- You **may work** in any **farm job** at any time

Note: You may work on your **parents' farm** at **any age** doing any job at any time*





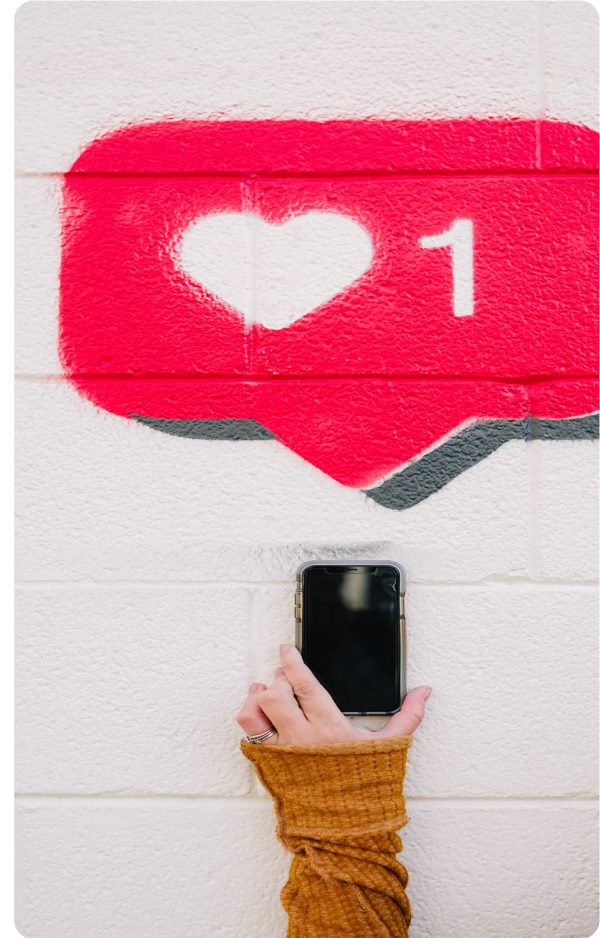
WHAT SHOULD YOU DO?

Know the rules - and your rights.



Know what to do

- **Know your rights** and what you legally can do
- **Politely say “no”** when asked to do something illegal or unsafe
- **Be aware** of your surroundings
- **Write down details** of anything that makes you feel unsafe or uncomfortable to have a record
- **Be an advocate**, support each other; report any concerns to a trusted adult or contact us
- **[You can file a complaint](#)** with DOL- it's free and confidential





LEARN MORE, FOLLOW ALONG






Join the conversation and
share our resources.



Where to find us

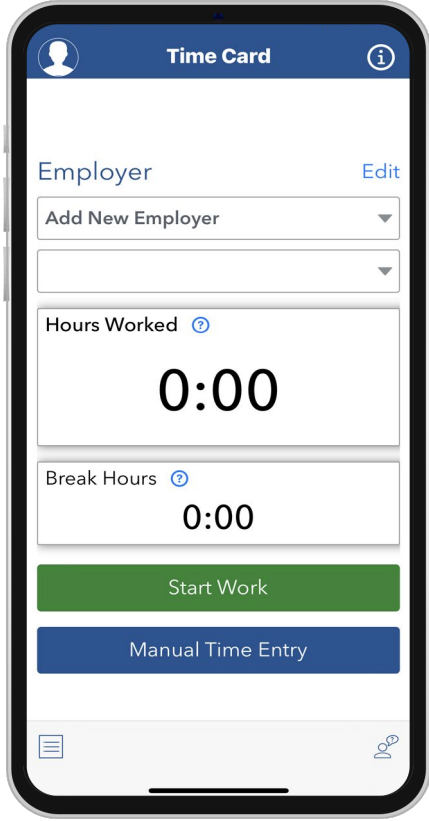


Social Media

-  [LinkedIn.com/showcase/dolwhd](https://www.linkedin.com/showcase/dolwhd)
-  [Facebook.com/departmentoflabor](https://www.facebook.com/departmentoflabor)
-  @USDOL
-  @USDepartmentofLabor
-  @WHD_DOL



Track your own work hours



DOL-Timesheet App (free)





QUESTIONS?



U.S. Department of Labor | Wage and Hour Division



[YouthRules.gov](https://www.youthrules.gov)

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THANK YOU

