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?
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| 16–17 years old | • Federal minimum wage  
• Wages + tips = at least min wage  
• Overtime | • No limits | • 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.
Track your own work hours

DOL-Timesheet App (free)

Download on the App Store
GET IT ON Google Play
QUESTIONS?
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