

## Child Labor: Hours of Work/Meal and Rest Periods

**If a state does not appear on the following chart it is due to our not finding any evidence a statute exists for that state.**

Note: Employers who operate in a state(s) containing no provisions regarding employment of minors must abide by federal child labor regulations set forth in the Fair Labor Standards Act. Federal regulations regarding child labor laws can be viewed at the [Department of Labors website](#).

State	Statute
<b>Alabama</b>	<p><b>25-8-36</b> (a) No person 14 or 15 years of age shall be employed, permitted, or suffered to work in any gainful occupation for more than six days in any one week, or for more than 40 hours in any one week, or for more than eight hours in any one day, or before 7:00 a.m. or after 9:00 p.m. during school summer vacation. During the time school is in regular session, no person 14 or 15 years of age shall be employed, permitted, or suffered to work in any gainful occupation for more than six days in any one week, or for more than eight hours on a non-school day, or more than three hours on a school day, or for more than 18 hours in any school week, and not before 7:00 a.m. or after 7:00 p.m. (b) No person 16, 17, or 18 years of age, who is enrolled in any public or private primary or secondary school system, shall work between 10:00 p.m. and 5:00 a.m. on any night preceding a school day. The appropriate county or city superintendent of schools, or where there is no superintendent, the school headmaster, may grant exemptions to the above time restrictions. Exemptions shall be granted only when the individual circumstances are found to be in the best interests of the minor. Information of any exemptions granted shall be transmitted to a child labor inspector on a form authorized by him or her.</p> <p><b>25-8-37</b> (a) No person under 16 years of age shall be employed, permitted, or suffered to work in any gainful occupation during the hours in which the public schools of the district in which the person resides are in session, unless the minor has completed the course of study required for secondary schools. Persons 14 or 15 years of age, when school attendance has been waived, may, upon recommendation of the superintendent of education in the area and approval by a child labor inspector, be issued a work permit for non-hazardous occupations. (b) Employment authorized by this section shall not be for more than eight hours in any one day, or for more than 40 hours in any one week, or for more than six days in any one week, and not before 7:00 a.m. or after 9:00 p.m.</p> <p><b>25-8-38</b> (c) No person 14 or 15 years of age shall be employed for more than five hours continuously without an interval of at least 30 minutes for a meal or rest period. Any meal or rest period of less than 30 minutes shall not be considered to interrupt a continuous period of work.</p>
<b>Alaska</b>	<p><b>23.10.340</b> (a) A minor under 16 years of age may not be employed for more than a combined total of nine hours school attendance and employment in one day. If employed, the minor's work may be performed only between 5 a.m. and 9 p.m. Employment outside school hours may not exceed 23 hours in one week, domestic work and baby-sitting excepted.</p> <p><b>23.10.350</b> (a) A minor under 18 years of age may not be employed or allowed to work (1) more than six days a week; (2) in hazardous excavation, or underground in mines, or as hoisting engineer in mines; or (3) in an occupation dangerous to life or limb or injurious to</p>

the health of the minor. (b) If the commissioner determines that the duties to be performed by the minor would not unduly endanger the life, limb, or health of the minor and if the employment meets the conditions of wages and hours prevailing for the majority of the employees in the industry at the time of employment, the commissioner may grant an exemption in writing from (a) of this section for a minor 16 - 18 years of age to work at those duties (1) outside school hours, or while on school vacation, if the minor is attending school; or (2) if the minor is no longer attending school. (c) Except as provided in (e) of this section, a person under 18 years of age who is scheduled to work for six consecutive hours or more is entitled to a break of at least 30 minutes during the course of the work shift. The break required by this subsection may be scheduled at the convenience of the employer but must occur after the first hour and a half of work and before the beginning of the last hour of work. A person under 18 years of age who works for five consecutive hours without a break is entitled to a break of at least 30 minutes before continuing to work. This subsection may be modified by the terms of a collective bargaining agreement that covers the employment of the person under 18. This subsection may be modified on occasion by mutual agreement between the employer and the employee. (d) Notwithstanding AS 23.10.055 (11), failure to provide the unpaid break periods required by (c) of this section creates a minimum wage liability under AS 23.10.065 for the break that the employee did not receive or received late. A claim for minimum wage in lieu of the unpaid break is enforceable under AS 23.10.110. (e) The provisions of (c) of this section do not apply to (1) an individual employed in the catching, trapping, cultivating or farming, netting, or taking of any kind of fish, shellfish, or other aquatic forms of animal and vegetable life; (2) an individual employed by a member of the individual's family; in this paragraph, "member of the individual's family" means the individual's spouse, parent, step-parent, grandparent, step-grandparent, great grandparent, step-great grandparent, brother, sister, uncle, aunt, great-uncle, or great-aunt, whether of the whole or half blood or by adoption or by marriage.

**8AAC 05.420** (a) A child under 18 years may not be permitted to work in the entertainment industry before 5 a.m. or after 10 p.m. on any day preceding a school day. A child under 18 years may not work later than 12:30 a.m. on any other day. (b) If the consent of the commissioner is first obtained, a child between 8 and 18 years of age may be permitted to work as an actor or a performer after 10 p.m. but not later than midnight on a night preceding a school day if the performance begins before 10 p.m. (c) The amount of time that a child is permitted at the place of employment in the entertainment industry within a 24-hour period is limited by age as follows: (1) babies and infants from birth to six months are limited to two hours per day, with actual work time not to exceed 20 minutes per day; (2) infants and children age from six months to two years are limited to four hours per day, with actual work time not to exceed two hours; (3) children age from two years to six years are limited to six hours per day, with actual work time not to exceed three hours; (4) children age from six years to nine years are limited to eight hours per day, with actual work time not to exceed four hours, except that when school is not in session, actual work time may be increased to six hours; when school is in session, an eight-hour day must include at least three hours of schooling; (5) children age from nine years to 16 years are limited to nine hours per day, with actual work time not to exceed five hours, except that when school is not in session, work time may be increased to seven hours; when school is in session, a nine-hour day must include at least three hours of schooling; (6) children age from 16 years to 17 years are limited to 10 hours per day, with actual work time not to exceed six hours, except that when school is not in session, work time may be increased to eight hours; when school is in session, children age 16 through 17 years who are enrolled in school must receive at least three hours of schooling in a 10-hour day. (d) The hours listed in (c)(1) - (c)(6) of this section that a child may work at the place of employment do not include a meal period. The working day for the child may be extended by no more than one-half hour for a meal period. (e) For the purposes of computing total time at the place of employment, travel time to and from a location will

	<p>be included as time at the place of employment. (f) The time spent in make-up or hairdressing with the assistance of studio personnel in the child's home is considered work time for the child. Twelve hours must elapse between the time the child is dismissed on one day and the time make-up or hairdressing begins on the following day. (g) Twelve hours must elapse between the child's time of dismissal and time of call on the following day. If the child's regular school starts less than 12 hours after the child's dismissal time, the child must be schooled the following day at the employer's place of business. (h) The commissioner or the commissioner's designee may alter or waive a provision of this section if the provision makes it impossible to legally employ the child. An employer may request, in writing, an alteration or a waiver from the commissioner or the commissioner's designee. These requests must provide specific information about the employer's needs and the circumstances involved and must substantiate that no alternatives are feasible. The commissioner or the commissioner's designee may issue an alteration or a waiver if it is demonstrated that the (1) employment will not be detrimental to the health, development, or welfare of the child; (2) child will be supervised adequately; and (3) education of the child will not be neglected.</p>
<p><b>Arizona</b></p>	<p><b>23-233</b> A. Employment of persons under the age of sixteen shall be confined to: 1. Not more than forty hours in any one week when the person is not enrolled in a session of school or when school is not in session. 2. Not more than eighteen hours in any one week when the person is enrolled in any session of school when school is in session. 3. Not more than eight hours in any one day when the person is not enrolled in a session of school or on a day when school is not in session. 4. Not more than three hours in any one day when the person is enrolled in any session of school on a day when school is in session. B. A person shall not employ persons under the age of sixteen at night nor shall they be employed in solicitation sales or deliveries on a door-to-door basis between 7:00 p.m. and 9:30 p.m. on days preceding a day when school is in session and between 7:00 p.m. and 11:00 p.m. on days preceding a day when school is not in session. C. The provisions of this section do not apply to persons who deliver newspapers to a consumer. D. For the purpose of this section, "night" means: 1. On a day preceding a day when school is in session, those hours beginning at 9:30 p.m. and continuing until 6:00 a.m. on the succeeding day. 2. On a day preceding a day when school is not in session, those hours beginning at 11:00 p.m. and continuing until 6:00 a.m. on the succeeding day.</p> <p><b>23-235</b> A. The provisions of sections 23-231, 23-232 and 23-233 shall not apply to persons: 1. Employed by a grandparent, brother, sister, aunt, uncle, first cousin, stepparent or parent, including a relative of the same degree through marriage or adoption, or person in loco parentis in occupations in which the grandparent, brother, sister, aunt, uncle, first cousin, stepparent or parent or person in loco parentis owns at least ten per cent of the employing organization and such owner is actively engaged in the daily operation of the organization, if either: (a) The person is under the age of eighteen years and not engaged in manufacturing or mining occupations. (b) The person is between the ages of sixteen and eighteen years and is engaged in manufacturing or mining occupations. 2. Employed as stars or performers in motion picture, theatrical, radio or television productions if before the beginning of production the production company provides the department of labor of the industrial commission with the name and address of the person, the length, location and hours of employment and any other information required by the department. 3. Involved in career education programs. 4. Involved in vocational or technical training school programs pursuant to title 15, chapter 7, article 5. 5. Employed as apprentices and registered by the bureau of apprenticeship and training of the United States department of labor in accordance with the standards established by that bureau or registered by the apprenticeship council or employed under a written apprenticeship agreement and conditions which are found by the secretary of labor to conform substantially with such federal or state standards. 6. Trained under either the 4-H federal extension service or the United States office of education vocational agriculture training programs, if employed outside school hours on the equipment for which they have been trained. 7. Who have</p>

	<p>completed vocational or career education programs approved by the department of education if the programs are directly related to the prohibited occupation or employment or if working in the prohibited occupation is part of the vocational or career education program. 8. Who are married. 9. Who have a high school diploma or its equivalent. B. Sections 23-231 and 23-232 do not apply to: 1. The operation of power-driven equipment used in the care and maintenance of lawns and shrubbery not connected to retail, food service and gasoline service establishments. 2. Clerical employment in an office in which duties are performed without exposure to the hazards described or defined in this article.</p>
<p><b>Arkansas</b></p>	<p><b>11-6-108</b> No child under the age of sixteen (16) years shall be employed, permitted, or suffered to work for more than six (6) days in any week, nor more than forty-eight (48) hours in any week, nor more than eight (8) hours in any day or before 6:00 a.m. or after 7:00 p.m., except that on nights preceding non-school days, children under the age of sixteen (16) years may be employed until 9:00 p.m.</p> <p><b>11-6-110</b> No boy or girl under the age of eighteen (18) years shall be employed, permitted, or suffered to work in any occupation for more than six (6) days in any week or more than fifty-four (54) hours in any week, nor more than ten (10) hours in any one (1) day or before 6:00 a.m. or after 11:00 p.m., except that the limitation of 11:00 p.m. shall not apply to children under the age of eighteen (18) years employed on nights preceding non-school days.</p> <p><b>11-6-113</b> (a) The purpose of this section is to provide children with an opportunity to develop business interests related to professional baseball and to promote in them a spirit of thrift and industry by encouragement of their engagement in a particular situation when the child, parent, and community will be benefited and which tends to prevent juvenile delinquency. (b)(1) A minor may be employed or may enter into contracts, upon written approval of the parent or guardian of the minor, to serve as and perform the duties of a batboy or batgirl for a professional baseball club, during the school term, or during vacation, if the child is attending school as required by law and does not engage in the employment or activity except at times when his or her presence is not required at school. (2) The provisions of §§ 11-6-101 - 11-6-112, with respect to child labor, shall not be applicable with respect to the contract or employment as authorized in this section. (c) The provisions of this section shall be applicable only where the provision is made by the employer or professional baseball club to provide insurance or indemnity for injury to or death of the minor arising out of bodily injury caused by an accident when the accident hazard arises while the minor is on the business of the employer or performing the activities set out in the contract. (d) No child shall be employed or permitted to work pursuant to the provisions of this section for more than ten (10) hours in any day or after 11:00 p.m. on nights preceding school days or after 1:00 a.m. on nights preceding non-school days</p>
<p><b>California</b></p>	<p><b>11760</b> The amount of time minors are permitted at the place of employment within a twenty-four (24) hour period is limited according to age, as follows: (a) Babies who have reached the age of fifteen (15) days but have not reached the age of six (6) months may be permitted to remain at the place of employment for a maximum of two (2) hours. (1) The day's work shall not exceed twenty (20) minutes and under no conditions shall the baby be exposed to light of greater than one hundred (100) foot candlelight intensity for more than thirty (30) seconds at a time. (2) When babies between the age of fifteen (15) days and six (6) weeks of age are employed, a nurse and a studio teacher must be provided for each three (3) or fewer babies. When infants from age six (6) weeks to six (6) months are employed, one (1) nurse and one (1) studio teacher must be provided for each ten (10) or fewer infants. (b) Minors who have reached the age of six (6) months but who have not attained the age of two (2) years may be permitted at the place of employment for a maximum of four (4) hours. Such four (4)-hour period shall consist of not more than two (2) hours of work; the balance of the four (4)-hour period shall be rest and recreation. (c)</p>

Minors who have reached the age of two (2) years but who have not attained the age of six (6) years may be permitted at the place of employment for a maximum of six (6) hours. Such six (6)-hour period shall consist of not more than three (3) hours of work; the balance of the six (6)-hour period shall be rest and recreation and/or education. (d) Minors who have reached the age of six (6) years but have not attained the age of nine (9) years may be permitted at the place of employment for a maximum of eight (8) hours. Such eight (8)-hour period shall consist of not more than four (4) hours of work and at least three (3) hours of schooling when the minor's school is in session. The studio teacher shall assure that the minor receives up to one (1) hour of rest and recreation. On days when the minor's school is not in session, working hours may be increased to six (6) hours, with one (1) hour of rest and recreation. (e) Minors who have reached the age of nine (9) years but who have not attained the age of sixteen (16) years may be permitted at the place of employment for a maximum of nine (9) hours. Such nine (9)-hour period shall consist of not more than five (5) hours of work and at least three (3) hours of schooling when the minor's school is in session. The studio teacher shall assure that the minor receives at least one (1) hour of rest and recreation. On days when the minor's school is not in session, working hours may be increased to seven (7) hours, with one (1) hour of rest and recreation. (f) Minors who have reached the age of sixteen (16) years but who have not attained the age of eighteen (18) years may be permitted at the place of employment for a maximum of ten (10) hours. Such ten (10)-hour period shall consist of not more than six (6) hours of work and at least three (3) hours of schooling when the minor's school is in session, and one (1) hour of rest and recreation. On days when school is not in session, working hours may be increased to not more than eight (8) hours, with one (1) hour of rest and recreation. (g) If emergency situations arise, for example, early morning or night exteriors shot as exteriors, live television or theatrical productions presented after the hours beyond which a minor may not work as prescribed by law, a request may be made to the Labor Commissioner for permission for the minor to work earlier or later than such hours. Each request shall be considered individually by the Division and must be submitted in writing at least forty-eight (48) hours prior to the time needed. (h) When any minor between ages fourteen (14) and eighteen (18) obtains permission from school authorities to work during school hours for a period not to exceed two (2) consecutive days, the working hours for such minor during either or both of such days may be extended to but shall not exceed eight (8) hours in twenty-four (24) hours. (i) Twelve (12) hours must elapse between the minor's time of dismissal and time of call on the following day. If the minor's regular school starts less than twelve (12) hours after his or her dismissal time, the minor must be schooled the following day at the employer's place of business.

**11761** All hours for the minor at the place of employment are exclusive of the meal period. The working day may not be extended by a meal period longer than one half (1/2) hour.

**1295.5** (a) Notwithstanding Section 1391 of this code or Section 49116 of the Education Code, minors 14 years of age and older may be employed during the hours permitted by subdivision (b) to perform sports-attending services in professional baseball as enumerated in subsection (b) of Section 570.35 of Title 29 of the Code of Federal Regulations. No employer may employ a minor 14 or 15 years of age to perform sports-attending services in professional baseball without the prior written approval of either the school district of the school in which the minor is enrolled or the county board of education of the county in which that school district is located. (b) Any minor 14 or 15 years of age who performs sports-attending services in professional baseball pursuant to subdivision (a) may be employed outside of school hours until 12:30 a.m. during any evening preceding a non-school day and until 10 p.m. during any evening preceding a school day. No employer may employ a minor 14 or 15 years of age to perform sports-attending services in professional baseball pursuant to subdivision (a) for more than five

hours in any school day, for more than 18 hours in any week while school is in session, for more than eight hours in any non-school day, or for more than 40 hours in any week that school is not in session. An employer may employ a minor 16 or 17 years of age outside of school hours to perform sports-attending services in professional baseball pursuant to subdivision (a) for up to five hours in any school day. (c) The school authority issuing the permit to the minor to perform sports-attending services in professional baseball shall both (1) provide the local office of the Division of Labor Standards Enforcement with a copy of the permit within five business days after the date the permit is issued and (2) monitor the academic achievement of the minor to ensure that the educational progress of the minor is being maintained or improves during the period of employment.

**1297** No minor under the age of 16 years shall be employed or permitted to work as a messenger for any telegraph, telephone, or messenger company, or for the United States government or any of its departments while operating a telegraph, telephone, or messenger service, in the distribution, transmission, or delivery of goods or messages in cities of more than 15,000 inhabitants; nor shall any minor under the age of 18 years be employed, permitted, or suffered to engage in such work before 6 o'clock in the morning or after 9 o'clock in the evening. Nothing in this section shall apply to any minor employed to deliver newspapers to consumers.

**1308.7** (a) No minor shall be employed in the entertainment industry more than eight hours in one day of 24 hours, or more than 48 hours in one week, or before 5 a.m., or after 10 p.m. on any day preceding a school day. However, a minor may work the hours authorized by this section during any evening preceding a non-school day until 12:30 a.m. of the non-school day. (b) For purposes of this section, "school day" means any day in which a minor is required to attend school for 240 minutes or more.

**1391** (a) Except as provided in Sections 1297, 1298, and 1308.7: (1) No employer shall employ a minor 15 years of age or younger for more than eight hours in one day of 24 hours, or more than 40 hours in one week, or before 7 a.m. or after 7 p.m., except that from June 1 through Labor Day, a minor 15 years of age or younger may be employed for the hours authorized by this section until 9 p.m. in the evening. (2) Notwithstanding paragraph (1), while school is in session, no employer shall employ a minor 14 or 15 years of age for more than three hours in any school day, nor more than 18 hours in any week, nor during school hours, except that a minor enrolled in and employed pursuant to a school-supervised and school-administered work experience and career exploration program may be employed for no more than 23 hours, any portion of which may be during school hours. (3) No employer shall employ a minor 16 or 17 years of age for more than eight hours in one day of 24 hours or more than 48 hours in one week, or before 5 a.m., or after 10 p.m. on any day preceding a school day. However, a minor 16 or 17 years of age may be employed for the hours authorized by this section during any evening preceding a non-school day until 12:30 a.m. of the non-school day. (4) Notwithstanding paragraph (3), while school is in session, no employer shall employ a minor 16 or 17 years of age for more than four hours in any school day, except as follows: (A) The minor is employed in personal attendant occupations, as defined in the Industrial Welfare Commission Minimum Wage Order No. 15 (8 Cal. Code Regs. Sec. 11150), school-approved work experience, or cooperative vocational education programs. (B) The minor has been issued a permit to work pursuant to subdivision (c) of Section 49112 and is employed in accordance with the provisions of that permit. (b) For purposes of this section, "school day" means any day in which a minor is required to attend school for 240 minutes or more. (d) Nothing in this section shall apply to any minor employed to deliver newspapers to consumers.

	<p><b>1391.1</b> Minors 16 years of age or older and under the age of 18 years enrolled in work experience or cooperative vocational education programs approved by the State Department of Education or in work experience education programs conducted by private schools may work after 10 p.m. but not later than 12:30 a.m., providing such employment is not detrimental to the health, education, or welfare of the minor and the approval of the parent and the work experience coordinator has been obtained. However, if any such minor works any time during the hours from 10 p.m. to 12:30 a.m., he or she shall be paid for work during that time at a rate which is not less than the minimum wage paid to adults.</p> <p><b>1391.2</b> (a) Notwithstanding Sections 1391 and 1391.1, any minor under 18 years of age who has been graduated from a high school maintaining a four-year course above the eighth grade of the elementary schools, or who has had an equal amount of education in a private school or by private tuition, or who has been awarded a certificate of proficiency pursuant to Section 48412 of the Education Code, may be employed for the same hours as an adult may be employed in performing the same work.</p>
<p><b>Colorado</b></p>	<p><b>8-12-104</b> (2) Any minor employed as an actor, model, or performer shall be exempt from the provisions of subsection (1) of section 8-12-105</p> <p><b>8-12-105</b> (1) No minor under the age of fourteen shall be permitted employment in this state except as authorized by sections 8-12-104, 8-12-106, and 8-12-107. (2) On school days, during school hours, no minor under the age of sixteen shall be permitted employment except as provided in section 8-12-113; and, after school hours, no minor under the age of sixteen shall be permitted to work in excess of six hours unless the next day is not a school day. (3) Except for baby-sitters, no minor under the age of sixteen shall be permitted to work between the hours of nine-thirty p.m. and five a.m., except as authorized by section 8-12-104 (2), unless the next day is not a school day. (4) Except for the provisions of subsection (5) of this section, no employer shall be permitted to work a minor more than forty hours in a week or more than eight hours in any twenty-four-hour period. In case of emergencies which may arise in the conduct of an industry or occupation (not subject to a wage order promulgated under article 6 of this title) the director may authorize an employer to allow a minor to work more than eight hours in a twenty-four-hour period. In such emergencies an employee shall be paid at a rate of one and one-half times his time rate as determined in accordance with the provisions of section 8-6-106 for each hour worked in excess of forty hours in a week. (5) In seasonal employment for the culture, harvest, or care of perishable products where wages are paid on a piece basis, as determined in accordance with the provisions of section 8-6-106, a minor fourteen years of age or older may be permitted to work hours in excess of the limitations of subsection (4) of this section; but in no case is he permitted to work more than twelve hours in any twenty-four-hour period nor more than thirty hours in any seventy-two-hour period; except that a minor fourteen or fifteen years of age may work more than eight hours per day on only ten days in any thirty-day period. Overtime wage provisions of subsection (4) shall not apply to this subsection (5).</p>
<p><b>Connecticut</b></p>	<p><b>31-12</b> (a) None of the following persons under the conditions hereinafter described shall be employed in any manufacturing or mechanical establishment more than nine hours in any day or forty-eight hours in any calendar week: (1) Persons under the age of eighteen years who are not enrolled in and have not graduated from a secondary educational institution; (2) persons sixty-six years of age or older, except with their consent; (3) handicapped persons, so designated by medical or governmental authority, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; (4) disabled veterans, as defined under state or federal law, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health. (b) If the Labor Commissioner finds, upon application of an employer, that an emergency exists or that seasonal or peak demand places an unusual and temporary burden upon any manufacturing or mechanical</p>

establishment, any such person may be employed in such establishment not more than ten hours in any day nor more than fifty-five hours in any calendar week, but the total number of weeks of any such employment in any twelve consecutive months shall not exceed twelve. (c) With respect to any group, category or class of employees for which a work week of less than five days has been established or agreed upon, the employer shall adhere to the applicable weekly limitation period herein prescribed but may extend the number of hours per day for each day of the shortened work week provided the number of hours shall be the same for each day of the work week. (d) In the event of war or other national emergency, the commissioner after investigation may, with the approval of the Governor, extend the number of weeks of any such employment if such extension is necessary to meet scheduled production of war or critical material. (e) No person under eighteen years of age shall be employed in any manufacturing or mechanical establishment more than (1) six hours in any regularly scheduled school day unless the regularly scheduled school day immediately precedes a non school day or eight hours in any other day, and (2) thirty-two hours in any calendar week during which the school in which such person is enrolled is in session, or forty-eight hours in any calendar week during which the school in which such person is enrolled is not in session. Notwithstanding any provision of this section, the number of hours such person participates in a work experience that is part of an approved educational plan, cooperative program or school-to-work program shall not be counted against the daily or weekly limits set forth in this section. (f) Any person who, or firm or corporation which, violates any of the provisions of this section shall be fined not more than twenty-five dollars for the first offense and be fined not more than one hundred dollars or imprisoned not more than thirty days or both for any subsequent offense. (g) The provisions of this section shall not apply to permanent salaried employees in executive, administrative or professional positions as defined by the Labor Commissioner, or to persons under eighteen years of age who have graduated from a secondary educational institution.

**31-13** of the general statutes is repealed and the following is substituted in lieu thereof (*Effective January 1, 2007*): (a) None of the following persons under the conditions hereinafter described shall be employed in any mercantile establishment more than eight hours in any one day, or more than six days in any one calendar week or more than forty-eight hours in any one calendar week: (1) Persons under the age of eighteen years who are not enrolled in and have not graduated from a secondary educational institution; (2) persons sixty-six years of age or older, except with their consent; (3) handicapped persons, so designated by medical or governmental authority, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; (4) disabled veterans, as defined under state or federal law, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; but any such person may be permitted to work in any such establishment one day in any calendar week for not more than ten hours, for the purpose of making one shorter day during such week, and any employer who, during any year, gives not fewer than seven holidays with pay shall be exempt from the foregoing provisions hereof during the period from the eighteenth to the twenty-fifth day of December of such year. (b) If the Labor Commissioner finds, upon application of an employer, that an emergency exists or that seasonal or peak demand places an unusual and temporary burden upon any mercantile establishment, any such person may be employed in such establishment not more than ten hours in any day nor more than fifty-two hours in any calendar week, but the total number of weeks of any such employment in any twelve months shall not exceed eight. (c) No person under eighteen years of age shall be employed in any mercantile establishment more than (1) six hours in any regularly scheduled school day unless the regularly scheduled school day immediately precedes a non-school day or eight hours in any other day, and (2) thirty-two hours in any calendar week during which the school in which such person is enrolled is in session, or forty-eight hours in any other calendar week during which the school in which such person is

enrolled is not is session. Notwithstanding any provision of this section, the number of hours such person participates in a work experience that is part of an approved educational plan, cooperative program or school-to-work program shall not be counted against the daily or weekly limits set forth in this section. (d) Each employer in any such establishment shall post in a conspicuous place in each room where such persons are employed a notice, the form of which shall be furnished by the Labor Commissioner, stating specifically the hours of work required of such persons on each day of the week, and the employment of any such persons for a longer time than so stated shall be a violation of this section. (e) Any person who violates any provision of this section shall be fined not more than one hundred dollars for each offense. (f) The provisions of this section shall not apply to permanent salaried employees in executive, managerial or supervisory positions excepted from the provisions of part I of chapter 558 who receive a regular salary of not less than the minimum fixed for such employment in any wage order or administrative regulation issued under authority of said part, or to persons under eighteen years of age who have graduated from a secondary educational institution.

**31-14** (a) No person under eighteen years of age shall be employed in any manufacturing, mechanical or mercantile establishment between the hours of ten o'clock in the evening and six o'clock in the morning, except that such persons may be employed in any manufacturing, mechanical or mercantile establishment until eleven o'clock in the evening or any supermarket until twelve o'clock midnight on any night other than a night preceding a regularly scheduled school day. No such person may be discharged or discriminated against in any manner for refusing to work later than ten o'clock in the evening. (b) In the event of war or other serious emergency, the Governor may suspend the limitations upon evening or night work contained in this section as to any industries or occupations as he may find such emergency demands. (c) The provisions of this section shall not apply to persons under eighteen years of age who have graduated from a secondary educational institution. (d) For purposes of this section, "supermarket" means any retail food store occupying a total retail sales area of more than three thousand five hundred square feet.

**31-16** No person under the age of eighteen years shall be employed by any telegraph or messenger company, in cities having a population of twenty thousand or over, to distribute, transmit or deliver goods or messages between the hours of ten o'clock at night and five o'clock in the morning. The manager of the office of any corporation who violates any provision of this section shall be fined not more than fifty dollars for each day of such employment. The provisions of this section shall not apply to persons under the age of eighteen who have graduated from a secondary educational institution.

**31-18** of the general statutes is repealed and the following is substituted in lieu thereof (*Effective January 1, 2007*): (a) No public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, amusement or recreational establishment, bowling alley, shoe-shining establishment, billiard or pool room or photograph gallery shall employ or permit to work any person under eighteen years of age (1) between the hours of ten o'clock in the evening and six o'clock in the morning, or any of the persons described below under conditions herein set forth more than nine hours in any day: (A) Persons sixty-six years of age or older, except with their consent; (B) handicapped persons, so designated by medical or governmental authority, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; (C) disabled veterans, as defined under state or federal law, except with their consent and after certification by a physician that the extended hours of work will not be injurious to their health; provided any such person may be permitted to work in any such establishment one day in a week for not more than ten hours on such day, but not more than six days or forty-eight hours in any one week, and provided further, persons between sixteen and eighteen years of age may be employed in any amusement or

	<p>recreational establishment, restaurant, cafe or dining room, or employed in any theater until twelve o'clock midnight unless such persons are regularly attending school in which case such minors may be employed until eleven o'clock in the evening on days which precede a regularly scheduled school day and until twelve o'clock midnight during any regular school vacation season and on days which do not precede a regularly scheduled school day, and (2) more than (A) six hours in any regularly scheduled school day unless the regularly scheduled school day immediately precedes a non-school day or eight hours in any other day, and (B) thirty-two hours in any calendar week during which the school in which such person is enrolled is in session or forty-eight hours in any other calendar week during which the school in which such person is enrolled is not in session. Notwithstanding any provision of this section, the number of hours such person participates in a work experience that is part of an approved educational plan, cooperative program or school-to-work program shall not be counted against the daily or weekly limits set forth in this section. (b) The hours of labor of such persons shall be conspicuously posted in such establishment in such form and manner as the Labor Commissioner determines. (c) The provisions of this section shall not apply to any person under eighteen years of age who has graduated from a secondary educational institution. (d) Any person who violates any provision of this section shall be fined not more than two hundred dollars for each offense.</p>
<b>Delaware</b>	<p><b>506</b> (a) A minor under 16 years of age shall not be employed or permitted to work in, about or in connection with: (1) Any employment during the prescribed school day; (b) Subsection (a)(1) shall not apply to a minor who has been excused from public school attendance by the public school authorities. (c) Subsection (a) shall not apply to a minor: (1) Who is enrolled in a work-study, student-learner or similar program where the employment is an integral part of the course of study, and the employment is procured and supervised by the school district; or (2) Engaged in the practice of farm labor with adult supervision. (d) A minor under 16 years of age shall not be employed or permitted to work more than: (1) Four hours on any day when school is in session; (2) Eight hours on any day when school is not in session; (3) Eighteen hours in any week when school is in session for 5 days; (4) Forty hours in any week when school is not in session; and (5) Six days in any week. (e) A minor under 16 years of age shall not be employed or permitted to work before 7:00 a.m. or after 7:00 p.m.; except that a minor under 16 years of age may be employed or permitted to work until 9:00 p.m. during the period each year from June 1 through Labor Day. (f) The hours worked by a minor enrolled in a bona fide work-study or student-learner program when school is normally in session shall not be counted towards the permissible hours of work prescribed in subsection (d) of this section.</p> <p><b>507</b> (c) A minor under 18 years of age shall not spend more than 12 hours in a combination of school hours and work hours per day. (d) A minor under 18 years of age shall have at least 8 consecutive hours of non-work, non-school time each 24-hour day. (e) A minor under 18 years of age shall not be employed or permitted to work more than 5 hours continuously without a nonworking period of at least one half hour.</p>
<b>District of Columbia</b>	<p><b>32-202</b> Except as provided in § 32-206, no minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation, except in agricultural work, or housework, or in the distribution or sale of newspapers, as prescribed in § 32-201, and except in newspaper stuffing, subject to the provisions of § 32-215, more than 6 consecutive days in any 1 week, or more than 48 hours in any 1 week, or more than 8 hours in any 1 day, nor shall any minor 16 or 17 years of age be employed, permitted, or suffered to work before 6:00 a.m. or after 10:00 p.m. of any day; nor shall any minor under 16 years of age be employed, permitted, or suffered to work before 7:00 a.m. or after 7:00 p.m. of any day, except during the summer (June 1 through Labor Day) when the evening hour shall be 9:00.</p> <p><b>32-206</b> (c) A minor shall not appear in more than 2 live performances in 1 day or more</p>

than 8 live performances in 1 week. A minor shall not appear in a live performance, or otherwise be required to work, before 7:00 a.m. or after 11:30 p.m. A licensed practical nurse with substantial pediatric experience, or a registered nurse who is a pediatric nurse practitioner, shall be provided for each 3 or fewer infants under the age of 30 months. (d) A theatrical employment permit shall limit the time during which a minor 7 years of age or younger is permitted at the place of employment within a 24-hour period according to age as follows: (1) An infant under the age of 6 months may be permitted to remain at the place of employment for a maximum of 2 hours, which shall consist of not more than 20 minutes of work. (2) A minor between the ages of 6 months and 30 months may be permitted at the place of employment for a maximum of 4 hours, which shall consist of not more than 2 hours of work, with the balance of the 4-hour period being rest or recreation. (3) A minor between the ages of 30 months and 7 years may be permitted at the place of employment for a maximum of 6 hours, which shall consist of not more than 3 hours of work, with the balance of the 6-hour period being rest, recreation, or education. (e) For the purposes of this section, the term "theatrical employment permit" means an authorization to perform or appear in any of the activities listed in subsection (a) of this section for monetary remuneration, a gift, or other form of valuable consideration.

**32-215** No minor under 16 years of age shall be employed in the stuffing of newspapers, nor shall the work of any minor 16 or 17 employed stuffing newspapers exceed 40 hours in any 1 week, nor shall such minor be employed on more than 1 night in any week. No minor under 12 years of age shall distribute, sell, expose, or offer for sale any newspapers, magazines, periodicals, or any other articles or merchandise of any description, or distribute handbills or circulars, except political literature as specified below, in any street or public place, or exercise the trade of bootblack or any other trade, in any street or public place; provided, that the provisions of this subchapter shall not apply to minors 10 years of age and over engaged in the distribution of newspapers, magazines, or periodicals on fixed routes; provided further, that no minor under 16 years of age shall be employed or permitted or suffered to work at any of the trades or occupations mentioned in this section, in any street or public place, after 7:00 p.m. or before 6:00 a.m., or, unless holding a work permit issued in accordance with the provisions of this subchapter, during the hours when such minor's school is in session. Nothing in this section shall be construed as prohibiting the distribution or circulation, by a minor, of political literature or petitions, or such other materials, for which the minor receives no pecuniary compensation.

*[Editor's Note:]* The District of Columbia's Summer Youth Employment Program has been extended to allow seven and one-half weeks of employment for summer youth participants rather than the six weeks typically allowed.

**Florida**

**450.081** (1)(a) Minors 15 years of age or younger shall not be employed, permitted, or suffered to work before 7 a.m. or after 7 p.m. when school is scheduled the following day or for more than 15 hours in any one week. On any school day, minors 15 years of age or younger who are not enrolled in a 1career education program shall not be gainfully employed for more than 3 hours, unless there is no session of school the following day. (b) During holidays and summer vacations, minors 15 years of age or younger shall not be employed, permitted, or suffered to work before 7 a.m. or after 9 p.m., for more than 8 hours in any one day, or for more than 40 hours in any one week. (2) Minors 16 and 17 years of age shall not be employed, permitted, or suffered to work before 6:30 a.m. or after 11:00 p.m. or for more than 8 hours in any one day when school is scheduled the following day. When school is in session, minors 16 and 17 years of age shall not work more than 30 hours in any one week. On any school day, minors 16 and 17 years of age who are not enrolled in a 1career education program shall not be gainfully employed during school hours. (3) Minors 17 years of age or younger shall not be employed, permitted, or suffered to work in any gainful occupation for more than 6 consecutive days in any one week. (4) Minors 17 years of age or younger shall not be employed, permitted,

	<p>or suffered to work for more than 4 hours continuously without an interval of at least 30 minutes for a meal period; and for the purposes of this law, no period of less than 30 minutes shall be deemed to interrupt a continuous period of work. (5) The provisions of subsections (1)-(4) shall not apply to: (a) Minors 16 and 17 years of age who have graduated from high school or received a high school equivalency diploma. (b) Minors who are within the compulsory school attendance age limit who hold a valid certificate of exemption issued by the school superintendent or his or her designee pursuant to the provisions of s. 1003.21(3). (c) Minors enrolled in a public educational institution who qualify on a hardship basis such as economic necessity or family emergency. Such determination shall be made by the school superintendent or his or her designee, and a waiver of hours shall be issued to the minor and the employer. The form and contents thereof shall be prescribed by the department. (d) Children in domestic service in private homes, children employed by their parents, or pages in the Florida Legislature.</p>
<p><b>Georgia</b></p>	<p><b>39-2-3</b> Except as otherwise provided in this chapter, no minor under 16 years of age shall be permitted to work for any person, firm, or corporation between the hours of 9:00 P.M. and 6:00 A.M.</p> <p><b>39-2-4</b> No minor under 16 years of age shall be employed or permitted to work in any gainful occupation during the hours when public or private schools are in session unless said minor has completed senior high school or has been excused from attendance in school by a county or independent school system board of education in accordance with the general policies and regulations promulgated by the State Board of Education.</p> <p><b>39-2-5</b> No minor under 16 years of age shall be employed in the delivery of messages by any person, firm, or corporation engaged in the message service business or in the general work of messenger service between the hours of 9:00 P.M. and 6:00 A.M.</p> <p><b>39-2-6</b> Minors under 16 years of age may be employed to sell or deliver newspapers in residential areas between the hours of 5:00 A.M. and 9:00 P.M. but shall not be employed to sell or deliver newspapers between the hours of 9:00 P.M. and 5:00 A.M., provided that such employment shall not be for a longer time than is provided in Code Section</p> <p><b>39-2-7</b> and shall not be performed during school hours.39-2-7 No minor under 16 years of age shall be employed or permitted to work in any gainful occupation covered by this chapter for more than four hours on any day in which the school attended by said minor is in session, more than eight hours on days other than school days, or more than 40 hours in any one week.</p> <p><b>300-7-1-.05</b> No minor under 16 years of age may work or be present at a production or performance site (entertainment industry) for more than 10 hours (GaCompR&amp;Regs 300-7-1-.05(1). In emergency situations, however, the employer may petition the Commissioner of Labor to relax the hours of work limitations provided that consent has been given by the minor's parent or legal guardian. The 10-hour maximum period of work for minors under 16 must include at a minimum: (1) one hour break for meals; and (2) one additional hour for rest and recreation. If at any time a minor is present on a performance or production site for greater than four hours, one hour of rest and recreation must be provided. Such additional breaks as may be required to insure the health, safety and well being of the minor must be permitted. Any request for a break by a Department of Labor representative, in the interest of the minor, must be granted. There must be at least eight hours of rest allowed between productions or performances and the regular school hours upon the minor's return to school following the production or performance.</p>
<p><b>Hawaii</b></p>	<p><b>390-2</b> (a) No minor under eighteen years of age shall be employed or permitted to work in, about, or in connection with any gainful occupation at any time except as otherwise</p>

provided in this section. In no event, however, shall the minor be permitted to be employed or permitted to work in, about, or in connection with adult entertainment or any gainful occupation prohibited by law or which has been declared by rule of the director to be hazardous for the minor. (b) A minor who has attained the age of sixteen years but not eighteen years may be employed during periods when the minor is not legally required to attend school or when the minor is excused by school authorities from attending school; provided that the employer of the minor records and keeps on file the number of a valid certificate of age issued to the minor by the department. (c) A minor who has attained the age of fourteen years but not sixteen years may be employed or permitted to work: (1) During periods when the minor is not legally required to attend school or when the minor is excused by school authorities from attending school; (2) If the employer of the minor procures and keeps on file a valid certificate of employment; (3) No more than five hours continuously without an interval of at least thirty consecutive minutes for a rest or lunch period; (4) Between 7:00 a.m. and 7:00 p.m. of any day; provided that during any authorized school break, the minor may be employed between 6:00 a.m. and 9:00 p.m.; (5) No more than six consecutive days; (6) No more than eighteen hours in a calendar week during which the minor is legally required to attend school, and no more than forty hours in a calendar week during which the minor is not legally required to attend school or when the minor is excused by school authorities from attending school; (7) No more than three hours on any school day; and (8) No more than eight hours on any non-school day. (d) A minor under fourteen years of age may be employed or permitted to work in theatrical employment or in harvesting of coffee under circumstances and conditions prescribed by the director by rule; provided that: (1) The work is performed during periods when the minor is not legally required to attend school or when the minor is excused by school authorities from attending school; (2) With respect to employment in harvesting of coffee, the director has determined after a public hearing that sufficient adult labor to perform the work is unavailable; and (3) The employer of the minor procures and keeps on file a valid certificate of employment.

**12-25-23** (a) A minor under sixteen years of age may be employed or permitted to work in theatrical employment as follows: (1) A minor under six years of age shall not work later than 7:00 p.m. (2) For minors six years of age or over but under sixteen, the following limitations shall apply: (A) On any night preceding a day when the minor is not legally required to attend school: (i) A minor six years of age or over but under fourteen shall not work later than 10:30 p.m.; (ii) A minor fourteen years of age or over but under sixteen shall not work later than 11:30 p.m. (B) On any night preceding a day when the minor is legally required to attend school: (i) A minor six years of age or over but under fourteen shall not work later than 8:30 p.m.; (ii) A minor fourteen years of age or over but under sixteen shall not work later than 9:30 p.m. (3) The combined hours of work and hours in school shall not exceed ten in a day. (4) The employment does not exceed four nights in any calendar week. (5) A minor shall not engage in theatrical employment more than the following number of hours in any one day: (A) A minor under six years of age, not more than two hours; (B) A minor six years of age or over but under ten, not more than three hours; (C) A minor ten years of age or over but under fourteen, not more than four hours; and (D) A minor fourteen years of age or over but under sixteen, not more than eight hours. (b) Time spent by a minor in learning, practicing, or rehearsing any of the arts, such as singing or dancing, shall be counted as theatrical employment time if the learning, practicing, or rehearsing is in connection with a public performance. Time spent in waiting to appear in a performance shall also count as theatrical employment time. (c) Upon an employer's written application showing good cause, the director may grant an extension of the time, hours, and days to be worked; provided that the employer of the minor and the person who is responsible for the control of the minor as required in section 12-25-22(2) shall adhere to any other conditions that may be prescribed by the director, such as adequate rest periods, rest facilities, transportation, compensation, safety, supervision, and tutoring. As used in this subsection, "good cause" includes practical

difficulties and undue hardship by the employer in complying with the work hour restrictions. The director shall grant or deny a request for variance from the work hour restrictions within sixty days from the date that all required information is received by the department.

**12-25-33** (a) Minors between ten and fourteen years of age may engage in coffee harvesting during the hours from six o'clock a.m. to six o'clock p.m. on any day when the school at which the minors are registered is not in session, and subject to the following limitations: (1) The minors shall not be permitted to work for more than two consecutive hours without a rest period of at least fifteen minutes, nor for more than four consecutive hours without a meal period of at least one hour; and (2) The minors shall not be permitted to work for more than six hours during any one day or more than thirty hours in any one week nor for more than five consecutive days. (b) Minors below the age of twelve years shall not be permitted to use any harvesting equipment while engaged in coffee harvesting except holding hooks which are free of any attachments or accessories and baskets or containers used to carry coffee berries, nor shall they be permitted to carry loads in excess of fifteen pounds.

**12-25-73** (a) During the period from June 1 through the day before Labor Day of each year, minors who have attained the age of fifteen but not sixteen may engage in pineapple harvesting not more than forty-eight hours in a workweek nor more than eight hours in a day and from 6:00 a.m. of a workday to not later than 12:30 a.m. of the following day. (b) The minors shall be employed in the fields contingent on the following: (1) That they will not at any time be permitted on the harvesting machine itself or on the truck attached to it; (2) That they will be carefully supervised and particular attention given to them at the time the harvester is in process of being turned; and (3) That they will wear protective goggles, gloves, and appropriate clothing at all times while working. (c) The employer of the minors shall also comply with the following: (1) Provide lighting sufficient to illuminate the area in which the minor is working; (2) Notify the parent or guardian of a non-boarding minor within one workday if the minor does not report to work as scheduled; (3) Place the minor under immediate supervision of a supervisor trained in first aid and equipped with a first aid kit; (4) Where lodging is provided, have a counselor to look after the welfare of the minors during non-working hours; (5) Provide supervision in the turnout area at the beginning and at the end of work and a supervisor to remain in the area after work until the last fifteen-year-old minor has left the area; (6) Ascertain that satisfactory transportation arrangements to and from the minor's home have been made before assigning a minor to work beyond 9:00 p.m.; (7) Obtain written consent from the minor's parent or guardian to employ the minor after 9:00 p.m. each workday and more than forty hours each week. A copy of this consent must be kept on file, and upon request made available to the department for examination; (8) Obtain signed statement from the parent acknowledging that the parent has received a copy of and understands the curfew ordinance or rule of the county in which the minor is employed beyond 9:00 p.m.; and (9) Assign minor to work in a crew or gang where the majority of workers are not older than seventeen years of age. (Note: sections 12-25-23 - 12-25-73 are part of the Hawaii Administrative Rules and can be accessed at <http://dlir.state.hi.us/>).

**Idaho**

**44-1301** It shall be unlawful for any person, firm or corporation to employ any child under fourteen (14) years of age in any business or service whatever during the hours in which the public schools of the district in which the child resides are in session, or before the hour of six o'clock in the morning, or after the hour of nine o'clock in the evening; provided, that any child over the age of twelve (12) years may be employed at any of the occupations mentioned in this chapter during the regular vacations of two (2) weeks or more of the public schools of the district in which such child resides.

**44-1302** No minor who is under sixteen (16) years of age shall be employed or permitted

	<p>to work at any gainful occupation during the hours that the public schools of the school district in which he resides are in session, unless he can read at sight and write legibly simple sentences in the English language, and has received instructions in spelling, English grammar and geography and is familiar with the fundamental operations of arithmetic up to and including fractions, or has similar attainments in another language.</p> <p><b>44-1304</b> No person under the age of sixteen (16) years shall be employed or suffered or permitted to work at any gainful occupation more than fifty-four (54) hours in any one week, nor more than nine (9) hours in any one day; nor before the hour of six o'clock in the morning nor after the hour of nine o'clock in the evening.</p>
<p><b>Illinois</b></p>	<p><b>820:205/3</b> Except as hereinafter provided, no minor under 16 years of age shall be employed, permitted, or allowed to work in any gainful occupation mentioned in Section 1 of this Act for more than 6 consecutive days in any one week, or more than 48 hours in any one week, or more than 8 hours in any one day, or be so employed, permitted or allowed to work between 7 p.m. and 7 a.m. from Labor Day until June 1 or between 9 p.m. and 7 a.m. from June 1 until Labor Day. The hours of work of minors under the age of 16 years employed outside of school hours shall not exceed 3 a day on days when school is in session, nor shall the combined hours of work outside and in school exceed a total of 8 a day; except that a minor under the age of 16 may work both Saturday and Sunday for not more than 8 hours each day if the following conditions are met: (1) the minor does not work outside school more than 6 consecutive days in any one week, and (2) the number of hours worked by the minor outside school in any week does not exceed 24. A minor 14 or more years of age who is employed in a recreational or educational activity by a park district, not-for-profit youth club, or municipal parks and recreation department while school is in session may work up to 3 hours per school day twice a week no later than 9 p.m. if the number of hours worked by the minor outside school in any week does not exceed 24 or between 10 p.m. and 7 a.m. during that school district's summer vacation, or if the school district operates on a 12 month basis, the period during which school is not in session for the minor.</p> <p><b>820:205/4</b> No minor under sixteen (16) years of age shall be employed, or permitted to work in any gainful occupations mentioned in Section 1 of this Act for more than five (5) hours continuously without an interval of at least thirty (30) minutes for meal period, and no period of less than thirty (30) minutes shall be deemed to interrupt a continuous period of work.</p> <p><b>820:205/8.1</b> (a) Notwithstanding the provisions of this Act, minors under 16 years of age may be employed as models, or as performers on live or pre-recorded radio or television, or in motion pictures, or in other entertainment-related performances, subject to reasonable conditions to be imposed by rule of the Department of Labor. This Section shall not apply to employment covered under Section 8 of this Act. (b) Notwithstanding the provisions of this Act, an employer who employs a minor under 16 years of age in a television, motion picture, or related entertainment production may apply to the Director of Labor, or his or her authorized representative, for a special waiver from that portion of Section 3 of this Act that prohibits the employment of a minor under 16 years of age between 7 p.m. and 7 a.m. from Labor Day to June 1 or between 9 p.m. and 7 a.m. from June 1 until Labor Day. An employer applying for the waiver shall submit to the Director of Labor, or his or her authorized representative, a completed application on the form that the Director of Labor provides. The Director of Labor, or his or her authorized representative, shall issue the waiver if, after investigation, he or she is satisfied that (i) the employment will not be detrimental to the health or welfare of the minor, (ii) the minor will be supervised adequately, and (iii) the education of the minor will not be neglected. The waiver shall contain signatures that show the consent of a parent or legal guardian of the minor, the employer, and an authorized representative of a collective</p>

bargaining unit if a collective bargaining unit represents the minor upon employment. The Department of Labor shall promulgate and publish all necessary rules for the enforcement of this Section, in accordance with the Illinois Administrative Procedure Act, within 60 days after the effective date of this amendatory Act of 1994.

**56: 250.260** (2) No minor shall be employed, used or exhibited as a model during the hours school is in session according to the School Code. A) Minors under eight (8) years of age (0-7). No minors under eight (8) years of age shall be employed, used or exhibited as a model for more than two (2) hours in any one day, nor more than ten (10) hours in any one week. B) Minors eight (8) - thirteen (13) years of age, inclusive. No minor eight (8) - thirteen (13) years of age, shall be employed, used or exhibited as a model for: i) more than three (3) hours in any one day in which school is in session; or ii) more than four (4) hours in any one day in which school is not in session; but iii) not more than eighteen (18) hours a week in which school is in session for three (3) or more days; or iv) not more than twenty (20) hours during any week in which school is not in session for at least three (3) days. (Note: section 56: 250.260 is part of the Illinois Administrative Code and can be <http://www.illinoisbar.org/CourtsBull/codelink.html/> ).

**Indiana**

**20-8.1-4-20** (a) This section applies only to occupations for which a child who is fourteen (14) years of age or older and less than eighteen (18) years of age must obtain an employment certificate under this chapter. (b) As used in this section, "non-school week" refers to a week that contains two (2) or less school days. (c) As used in this section, "school day" refers to a day that contains more than four (4) hours of classroom instruction. (d) As used in this section, "school week" refers to a week that contains three (3) or more school days. (e) The following apply only to a child who is at least fourteen (14) years of age and less than sixteen (16) years of age: (1) The child may not work before 7:00 a.m. or after 7:00 p.m. However, the child may work until 9:00 p.m. from June 1 through Labor Day. (2) The child may not work: (A) more than three (3) hours on a school day; (B) more than eighteen (18) hours in a school week; (C) more than eight (8) hours on a non-school day; or (D) more than forty (40) hours in a non-school week. (f) A child who is at least sixteen (16) years of age and less than seventeen (17) years of age may not: (1) work for more than eight (8) hours in any one (1) day; (2) work for more than thirty (30) hours in any one (1) week; (3) work for more than six (6) days in any one (1) week; or (4) begin a work day before 6:00 a.m. (g) A child who is at least seventeen (17) years of age and less than eighteen (18) years of age may not: (1) work for more than eight (8) hours in any one (1) day; (2) work for more than thirty (30) hours in any one (1) week; (3) work for more than six (6) days in any one (1) week; or (4) begin a work day before 6:00 a.m. on a school day. (h) A child who is at least sixteen (16) years of age and less than eighteen (18) years of age may work until 10:00 p.m. on nights that are followed by a school day in any occupation except those which the commissioner of labor determines to be dangerous to life or limb or injurious to health or morals. (i) An employer may employ a child who is at least sixteen (16) years of age and less than seventeen (17) years of age to work until midnight if: (1) the work will be performed: (A) during a non-school week; or (B) on days that are not followed by a school day; and (2) the employer has: (A) obtained written permission from a child's parent or legal guardian; and (B) placed the written permission on file in the employer's office. (j) An employer may employ a child who is at least sixteen (16) years of age and less than eighteen (18) years of age up to forty (40) hours during a school week if the employer has: (1) obtained written permission from a child's parent or legal guardian; and (2) placed the written permission on file in the employer's office. (k) If an employer has obtained written permission required under subsection (j), the employer may employ a child who is at least sixteen (16) years of age but less than eighteen (18) years of age for periods that do not exceed a total of nine (9) hours in any one (1) day and a total of forty-eight (48) hours in any one (1) non-school week. (l) A child who is seventeen (17) years of age or older but less than eighteen (18) years of age may work until 11:30 p.m. on nights that are followed by a school day if the employer has obtained written permission from the child's parent or

	<p>legal guardian and placed the permission on file in the employer's office. A child covered by this subsection may work until 1 a.m. the following day if the employer has obtained written permission from the child's parent or legal guardian and placed the permission on file in the employer's office. However, the nights followed by a school day on which a child works until 1 a.m. the following day may not be consecutive and may not exceed two (2) nights per week. (m) Children who are sixteen (16) years of age or older and less than eighteen (18) years of age may be employed the same daily and weekly hours and at the same times of day as adults if they fit into any one (1) of the following categories: (1) They are a high school graduate. (2) They have completed an approved vocational or special education program. (3) They are not enrolled in a regular school term.</p> <p><b>20-8.1-4-20.5</b> (b) A person, firm, limited liability company, or corporation that employs a child less than eighteen (18) years of age shall provide the child one (1) or two (2) rest breaks totaling at least thirty (30) minutes if the child is scheduled to work at least six (6) consecutive hours.</p>
<p><b>Iowa</b></p>	<p><b>92.2</b> A person over ten and under sixteen years of age cannot be employed, with or without compensation, in street occupations or migratory labor as defined in section 92.1, unless the person holds a work permit issued pursuant to this chapter and the school the person attends has certified that the person is regularly attending school and the potential employment will not interfere with the person's progress in school. A written agreement, as defined in section 92.11, subsection 1, shall not be required for the issuance of a work permit under this section. 1. Notwithstanding section 92.7, a person with a permit to engage in migratory labor shall only work between five a.m. and seven-thirty p.m. from Labor Day through June 1, and between five a.m. and nine p.m. for the remainder of the year. 2. Notwithstanding section 92.7, a person with a permit to engage in street occupations shall only work between four a.m. and seven-thirty p.m. when local public schools are in session and between four a.m. and eight-thirty p.m. for the remainder of the year. The requirements of section 92.10 shall not apply to a person, firm, or corporation employing a person engaged in street occupations pursuant to this section.</p> <p><b>92.3</b> No person under fourteen years of age shall be employed or permitted to work with or without compensation in any occupation, except in the street trade occupations or migratory labor occupations specified in section 92.1. Any migratory laborer twelve to fourteen years of age may not work prior to or during the regular school hours of any day of any private or public school which teaches general education subjects and which is available to such child.</p> <p><b>92.7</b> A person under sixteen years of age shall not be employed with or without compensation, except as provided in sections 92.2 and 92.3, before the hour of seven a.m. or after seven p.m., except during the period from June 1 through Labor Day when the hours may be extended to nine p.m. If such person is employed for a period of five hours or more each day, an intermission of not less than thirty minutes shall be given. Such a person shall not be employed for more than eight hours in one day, exclusive of intermission, and shall not be employed for more than forty hours in one week. The hours of work of persons under sixteen years of age employed outside school hours shall not exceed four in one day or twenty-eight in one week while school is in session.</p>
<p><b>Kansas</b></p>	<p><b>38-603</b> (a) No child under sixteen (16) years of age, who is employed in any of the several vocations mentioned in this act, or in the transmission of merchandise or messages, or any hotel, restaurant or mercantile establishment shall be employed before 7 a.m., or after 10 p.m., except on any evening that does not precede a school day, nor more than eight (8) hours in any one calendar day, nor more than forty (40) hours in any one week. (b) The provisions of this section shall not apply to any student engaged in school food service preparation nor shall such provisions apply to the employment of a student-learner who is enrolled in a course of study and training in a cooperative vocational training program</p>

	<p>under a recognized state or local educational authority, or in a course of study in a substantially similar program conducted by a private school: Provided, That such a student-learner is employed under a written agreement which shall provide: (1) That the work of the student-learner shall be incidental to his training, and shall be under the supervision of a teacher-coordinator employed by the school, and (2) that a schedule of organized and progressive work processes to be performed on the job shall have been prepared. Such a written agreement shall carry the name of the student-learner, and shall be signed by the employer and the school coordinator or principal.</p>
<p><b>Kentucky</b></p>	<p><b>339.230</b> A minor who has passed his fourteenth birthday but is under eighteen (18) years of age may be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation, except: (1) If he is under sixteen (16) years of age, he may not be employed during regular school hours, unless: (a) The school authorities have made arrangements for him to attend school at other than the regular hours, in which event he may be employed subject to regulations of the commissioner of workplace standards during such of the regular school hours as he is not required to be in attendance under the arrangement; or, (b) He has graduated from high school. (2) A minor who has passed his fourteenth birthday but is under eighteen (18) years of age, may not be employed, permitted, or suffered to work: (a) In any place of employment or at any occupation, that the commissioner of workplace standards shall determine to be hazardous or injurious to the life, health, safety, or welfare of such minor; (b) More than the number of days per week, nor more than the number of hours per day that the commissioner of workplace standards shall determine to be injurious to the life, health, safety, or welfare of such minor. The commissioner of workplace standards in promulgating these regulations may make them more restrictive than those promulgated by the United States Secretary of Labor under provisions of the Fair Labor Standards Act and its amendments, but in no event may he make them less restrictive; (c) During the hours of the day that the commissioner of workplace standards shall determine to be injurious to the life, health, safety, or welfare of such minor. The commissioner of workplace standards in promulgating these regulations may make them more restrictive than those promulgated by the United States Secretary of Labor under provisions of the Fair Labor Standards Act and its amendments but in no event may he make them less restrictive; and (d) In, about, or in connection with any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, sold for consumption, or dispensed unless permitted by the rules and regulations of the Alcoholic Beverage Control Board (except he may be employed in places where the sale of alcoholic beverages by the package is merely incidental to the main business actually conducted); or in a pool or billiard room. (3) The commissioner of workplace standards shall promulgate regulations to properly protect the life, health, safety, or welfare of minors. He may consider sex, age, premises of employment, substances to be worked with, machinery to be operated, number of hours, hours of the day, nature of the employment, and other pertinent factors. The commissioner of workplace standards in promulgating these regulations may make them more restrictive than those promulgated by the United States Secretary of Labor under provisions of the Fair Labor Standards Act and its amendments but in no event may he make them less restrictive, provided, however, these regulations shall have no effect on the definition of "gainful occupation" under KRS 339.210. To advise the commissioner with respect to the regulations, the Governor shall appoint a committee of four (4) persons which shall consist of a representative from the Cabinet for Health Services, the Department of Education, the Kentucky Commission on Human Rights and the Personnel Cabinet. The regulations promulgated in accordance with this section shall be reviewed by such committee whenever deemed necessary by the commissioner of workplace standards.</p> <p><b>339.270</b> No minor under eighteen (18) years of age shall be permitted to work for more than five (5) hours continuously without an interval of at least thirty (30) minutes for a lunch period, and no period of less than thirty (30) minutes shall be deemed to interrupt a</p>

	<p>continuous period of work.</p> <p><b>803 KAR 1:100</b> (2) Employment in any occupation, not prohibited by subsection (1) of this section, shall be confined to the following periods: (a) Not more than thirty (30) hours in any one (1) work week when school is in session, except that a minor may work up to forty (40) hours in any one (1) work week if a parent or legal guardian gives permission in writing, and the principal or head of the school the minor attends certifies in writing that the minor has maintained at least a 2.0 grade point average in the most recent grading period. School certification shall be valid for one (1) year unless revoked sooner by the school authority. The parental permission and school certification shall remain at the employer's place of business; (b) Not more than six (6) hours in any one (1) school day, nor more than eight (8) hours in any one (1) non-school day when school is in session; (c) Between 6 a.m. and 10:30 p.m. on days preceding a school day, and between 6 a.m. and 1 a.m. on days preceding a non-school day when school is in session.</p>
<p><b>Louisiana</b></p>	<p><b>23:166</b> Minors fourteen and fifteen years of age may be employed in any gainful occupation not prohibited in this Part, only after school hours and during non-school days.</p> <p><b>23:211</b> No minor under the age of sixteen shall be employed, permitted, or suffered to work in any gainful occupation more than eight hours in any one day, nor more than six consecutive days in any one week.</p> <p><b>23:213</b> No minor shall be employed, permitted, or suffered to work for any five-hour period without one interval of at least thirty minutes within such period for meals. If the period of work before the interval exceeds five hours by less than fifteen minutes, that difference shall be considered de minimis and shall not be considered a violation of this Section. Such interval shall not be included as part of the working hours of the day. This interval shall be thirty minutes. Any difference in length of the interval less than fifteen minutes shall be considered de minimis and shall not be considered a violation of this Section.</p> <p><b>23:214</b> Minors under sixteen years of age shall not be employed, permitted, or suffered to work more than three hours each day on any day when school is in session, nor more than eighteen hours in any week when school is in session.</p> <p><b>23:215</b> A. No minor who has not graduated from high school shall be employed, or permitted, or suffered to work after 10:00 p.m. on any day prior to a day during which school is in session, or after midnight on any day prior to a day during which school is not in session. B. No minor under sixteen years of age who has not graduated from high school shall be employed, or permitted, or suffered to work before 7:00 a.m. No minor under sixteen years of age who has not graduated from high school shall be employed, or permitted, or suffered to work after 7:00 p.m. on any day prior to a day during which school is in session, or after 9:00 p.m. on any day prior to a day during which school is not in session. C. No minor under sixteen years of age who has not graduated from high school shall be employed, or permitted, or suffered to work in, about, or in connection with any occupation, more than forty hours in any one week. D. For purposes of this Subsection, a day during which school is in session will be that designated as such by the local school superintendent for the school district in which the minor resides.</p>
<p><b>Maine</b></p>	<p><b>774. 1.</b> Repealed. <b>2. Minors under 16 years of age.</b> A minor under 16 years of age may not be employed as follows: A. More than 40 hours in any week when school is not in session; B. More than 18 hours in any week when school is in session; C. More than 8 hours in any day when school is not in session; D. More than 3 hours in any day when school is in session; E. More than 6 consecutive days; or F. Between the hours of 7 p.m. and 7 a.m. except during summer vacation, when that minor may not work between the</p>

	<p>hours of 9 p.m. and 7 a.m. <b>3. Employment during hours school in session.</b> A minor under 17 years of age may not be employed during the hours that the public schools of the town or city in which the minor resides are in session. A. This subsection does not apply to: (1) A minor who has been excused from attendance by school officials in accordance with Title 20-A, section 5001-A, subsection 2 or subsection 3, except that a minor who has been excused in accordance with subsection 3 may not be employed during the hours that the minor's school or approved home instruction program is in session; (2) A student in an alternative education plan that includes a work experience component; (3) A student in an approved vocational cooperative education program; or (4) A student who is granted permission for an early school release by the school principal. The hours worked by a student in an alternative education plan or in an approved vocational cooperative education program may not be included in determining the student's total hours of permitted employment under subsection 2. <b>4. Exemptions.</b> Work performed in the planting, cultivating or harvesting of field crops or other agricultural employment, including the initial processing of farm crops, not in direct contact with hazardous machinery or hazardous substances, work performed as an employed or in-training theatrical actor or film actor or work performed as a summer camp employee in a youth camp licensed under Title 22, section 2495 is exempt from this section, long as a minor under 16 years of age has been excused by the local superintendent of schools in accordance with the policy established by the Commissioner of Education and the Director of the Bureau of Labor Standards. <b>5. Application.</b> This section does not apply to a person who holds a high school diploma or a high school equivalency certificate issued pursuant to Title 20-A, section 257 or to a minor emancipated pursuant to Title 15, section 3506-A. <b>6. In session.</b> School is considered in session if the students are required to be in attendance by the school board pursuant to Title 20-A, chapter 211.</p>
<p><b>Maryland</b></p>	<p><b>3-210</b> (a) (1) A minor may not be employed or allowed to be employed for more than 5 consecutive hours without a nonworking period of at least one-half hour. (2) Except as provided in subsection (b) of this section, in a calendar day: (i) the total school and work hours of a minor may not exceed 12 hours; and (ii) the minor shall have at least 8 consecutive hours that are not school or work hours. (b) Exception.- The Commissioner may grant to a minor an exception to the restrictions in subsection (a)(2) of this section if the Commissioner determines that there will be no hazard to the health or welfare of the minor.</p> <p><b>3-211</b> (a) (1) Except as provided in subsection (b) of this section, a minor under the age of 16 years may not be employed or allowed to be employed: (i) before 7:00 a.m.; (ii) from the day after Labor Day through the day before Memorial Day, after 8:00 p.m.; (iii) from Memorial Day through Labor Day, after 9:00 p.m.; or (iv) more than: 1. 4 hours on a day when school is in session; 2. 8 hours on a day when school is not in session; 3. 23 hours in a week when school is in session for 5 days; or 4. 40 hours in a week when school is not in session. (2) The hours of work allowed under paragraph (1)(iv) of this subsection do not include any hours that a minor works in a bona fide work-study or student-learner program while school normally is in session. (b) Exception.- The Commissioner may grant to a minor an exception to the restrictions under this section if the Commissioner: (1) receives the written consent of a parent of the minor or a person standing in the place of the parent; and (2) determines that: (i) there will be no hazard to the health or welfare of the minor; and (ii) granting the exception will not impede the minor in fulfilling school graduation requirements.</p> <p><b>3-212</b> (a) This section does not apply to a minor who: (1) is a child of the manager, operator, or owner of the business establishment from or to which a check, money, or negotiable instrument is being transported; or (2) is transporting a check, money, or negotiable instrument that the minor received as payment for merchandise that the minor delivered or for a service that the minor performed. (b) Restrictions.- (1) A minor may not</p>

	<p>be employed, between 8:00 p.m. and 8:00 a.m., to transport to or from a business establishment checks, money, or negotiable instruments, including payroll funds or business receipts. (2) A minor may not be employed, between 8:00 a.m. and 8:00 p.m., to transport to or from a business establishment checks, money, or negotiable instruments that have a value in excess of \$100.</p>
<p><b>Massachusetts</b></p>	<p><b>149:56</b> No minor shall be employed or permitted to work in, or in connection with, any factory or workshop, or any manufacturing, mercantile or mechanical establishment, telegraph office or telephone exchange, or any express or transportation company, or any private club, or any office, letter shop or financial institution, or any laundry, hotel, manicuring or hairdressing establishment, or any motion picture or other theatre or any other place of amusement, or any garage, or any hospital in a nonprofessional capacity, or in any beauty culture, weight reducing or other similar establishment, or be employed as an elevator operator, or as a switchboard operator in a private exchange, or in domestic service in the home of the employer, more than nine hours in any one day, and, except as to transportation or telephone companies, and except as to hotels, private clubs and places of amusement where the employment is determined by the attorney general to be by seasons, and except as to hotels where meals are served only during three separate periods totaling not more than seven hours in any one day and the employment is connected with the serving of said meals, if the work so performed by such a minor in one day is not continuous, but is divided into two or more periods, the work of such minor shall be so arranged that all such periods of work shall fall within a period of not exceeding ten consecutive hours, except that in the case of mercantile establishments such periods of work may fall within a period of not exceeding eleven and one-half consecutive hours during a total of not more than seven days in any calendar year of which six shall be six weekdays within a period of four weeks immediately preceding Christmas and the seventh the Saturday immediately preceding Easter, except that in any place of employment where the principal source of income of certain employees is in tips or gratuities, upon the written petition of not less than sixty per cent of such employees, the attorney general may allow such periods of work to fall within a period not exceeding twelve consecutive hours; and in no case shall the hours of labor exceed forty-eight in a week, except that in manufacturing establishments or hotels where the employment is determined by the department to be by seasons, the number of such hours in any week may exceed forty-eight, but, except in the work of fish processing when necessary in the judgment of the attorney general, and then only during the months of June, July, August, September and October, shall not exceed fifty-two, provided that the total number of such hours in any year shall not exceed an average of forty-eight hours a week for the whole year, excluding Sundays and holidays; and if any minor shall be employed or permitted to work in more than one such place, the total number of hours of such employment shall not exceed forty-eight hours in any one week. The hours of labor of nonprofessional employees in a nursing or convalescent home, or rest home, or charitable home for the aged shall not exceed forty-eight hours in any one week. The attorney general may grant authority for office workers to exceed nine hours of labor in any one day; provided, that the hours of labor of such workers shall not exceed forty-eight in a week. Every employer, except those hereinafter designated, and except employers of persons in domestic service in the employer's home, shall post and keep posted in such manner as the attorney general may require in a conspicuous place in every room where such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of beginning and stopping work, and the hours when the time allowed for meals begins and ends, or, in case of mercantile establishments and of establishments exempted from section one hundred, the time, if any, allowed for meals. The employment of any such person at any time, other than as stated in said printed notice, shall be deemed a violation of this section unless such employment was to make up time lost on a previous day of the same week by reason of stopping, for not less than thirty consecutive minutes, of machinery upon which such person was employed or dependent for employment and unless a written report of the date, hour and duration of the stopping of such machinery is</p>

sent to the attorney general within forty-eight hours of its occurrence; nor shall such overtime employment be authorized because of the stopping of machinery for the celebration of any holiday. Every employer engaged in furnishing public service, or in any other kind of business in respect to which the attorney general shall find that public necessity or convenience requires the employment of minors by shifts during the different periods or parts of the day, shall post and keep posted in such manner as the attorney general may require in a conspicuous place in every room where such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with enforcement of this law. In cases of extraordinary emergency or extraordinary public requirement, this section shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated, but no such emergency or public requirement shall justify a variance from the preceding requirements of this section until a written report of the day and hour of its occurrence and its duration is sent to the department. This section shall not apply to persons who are declared by the attorney general to be employed in a professional, executive, administrative or supervisory capacity or as personal secretaries. The attorney general may grant authority for employees of hospitals to be employed for more than nine hours in one day and forty-eight hours in one week and outside of a period of ten consecutive hours, or for employees of nursing or convalescent homes, rest homes and charitable homes for the aged to be employed for more than forty-eight hours in one week, if he finds that an emergency exists. Notwithstanding any other provision of this chapter, no minor under fourteen shall be employed in service on a farm for a total of more than four hours in any one day nor more than a total of twenty-four hours in any one week, except that the provisions of this paragraph shall not apply to the employment of a minor under fourteen who is related by blood or marriage to the owner or operator of the farm on which such minor is employed.

**149:58** Any law restricting the hours of minors laboring in factories or workshops, or in mercantile, manufacturing or mechanical establishments shall, unless it is otherwise expressly provided, apply to minors operating elevators in such establishments, or in any building occupied in whole or in part by any such establishment, or in any office building.

**149:60** No person shall employ a child under sixteen years of age, or permit him to work in, about or in connection with any factory, workshop, manufacturing or mechanical establishment at any time. Except as provided in sections sixty-nine and eighty-six, no person shall employ a child under sixteen years of age, or permit him to work in, about or in connection with any mercantile establishment, barber shop, bootblack stand or establishment, stable, elsewhere than on a farm, garage, brick or lumber yard, telephone exchange, telegraph or messenger office, place of amusement, or in the construction or repair of buildings, or in any radio broadcasting station except as talent. Except as provided in sections sixty-nine and eighty-six, no such child shall be employed at work performed for wage or other compensation, to whomever payable, during the hours when public schools are in session, nor, except as provided in section sixty-nine, and except that such child may be employed as a golf caddie during daylight hours, shall he be employed at work before half past six o'clock in the morning or after six o'clock in the evening. This section and section eighty-six shall not be deemed to prohibit children under sixteen from taking part on the stage for a limited period in a play or musical comedy in a theatre wherein not more than two performances are given in any one day and not more than eight performances are given in any one week if the attorney general, after being satisfied that the supervision of such children is adequate, that their living conditions are healthful, and that their education is not neglected, gives his written consent to such taking part. This section shall not prevent participation of a child under fifteen years of age in a fashion show, provided such child is accompanied by either one of his parents. This section and

section eighty-six shall not be deemed to prohibit children fourteen to sixteen years of age from voluntarily performing services in a nonprofit hospital after regular school hours, and before eight o'clock post meridian, nor shall this section and section eighty-six be deemed to prohibit children thirteen years of age from voluntarily performing services in a nonprofit hospital after regular school hours, and before half past five o'clock post meridian. Children between the ages of thirteen and sixteen years who voluntarily perform services in a nonprofit hospital shall, as a condition of providing such service, be provided with an orientation by said hospital and be supervised while providing services which are performed voluntarily.

**149:65** No person shall employ a minor under sixteen, or permit him to work, in any occupation for which a permit for employment is required, for more than six days in any one week, or more than forty-eight hours in any one week, or more than eight hours in any one day, or, except as provided in section sixty-nine, before half past six o'clock in the morning, or after seven o'clock in the evening, except from July first through Labor Day, when evening hours shall be extended to nine o'clock in the evening. If the work performed by any such minor in a day is not continuous, but is divided into two or more periods, the person employing such minor shall so arrange such minor's work that all such periods of work shall fall within a period of nine consecutive hours. The time spent by such a minor in a continuation school or course of instruction as required by section twenty-two of chapter seventy-one shall be reckoned as a part of the time he is permitted to work.

**149:66** No person shall employ a boy or a girl under eighteen or permit such boy or girl to work in, about or in connection with any establishment or occupation named in section fifty-six or sixty before six o'clock in the morning, or after ten o'clock in the evening; provided, that boys or girls under eighteen may be employed as operators in regular service telephone exchanges or telegraph offices until, but not after, eleven o'clock in the evening; and provided further, that boys or girls between the ages of sixteen and eighteen may be employed in restaurants and race tracks until, but not after, twelve o'clock in the evening on Fridays and Saturdays and during school vacation periods, excepting the last day of such vacation period.

**149:67** Except as limited by section fifty-six, no person shall employ a boy or a girl under eighteen or permit such a boy or girl to work in, about or in connection with any establishment or occupation named in section fifty-six or sixty for more than six days in a week, or more than forty-eight hours in a week, or more than nine hours in a day, and, if the work performed by such boy or girl in a day is not continuous but is divided into two or more periods, the person employing such boy or girl shall so arrange his or her work that all such periods shall fall within a period of twelve consecutive hours.

**149:68** Except for the delivery of messages directly connected with the business of conducting or publishing a newspaper to a newspaper office or directly between newspaper offices, no person shall employ a minor or permit him to work as messenger for a telegraph, telephone or messenger company in the distribution, transmission or delivery of goods or messages before five o'clock in the morning or after ten o'clock in the evening.

**149:101** The preceding section shall not apply to iron works, glass works, paper mills, letterpress establishments, print works, bleaching works, or dyeing works; and the attorney general, if it is proved to his satisfaction that in any other factories or workshops or mechanical establishments it is necessary, by reason of the continuous nature of the processes or of special circumstances affecting such establishments, including collective bargaining agreements to exempt them from the preceding section and that such

	<p>exemption can be made without injury to the persons affected thereby, may grant such exemption as, in his discretion, seems necessary.</p>
<p><b>Michigan</b></p>	<p><b>409.110</b> A minor under 16 years shall not be employed in an occupation subject to this act for more than 6 days in 1 week, nor for a period longer than a weekly average of 8 hours per day or 48 hours in 1 week, nor more than 10 hours in 1 day. The minor shall not be employed between the hours of 9 p.m. and 7 a.m. A minor who is a student in school shall not be employed more than a combined school and work week of 48 hours during the period when school is in session.</p> <p><b>409.111</b> (1) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older in an occupation subject to this act for more than any of the following periods: (a) Six days in 1 week. (b) An average of 8 hours per day in 1 week. (c) Ten hours in 1 day. (d) Subject to subdivision (e), 48 hours in 1 week. (e) If the minor is a student in school and school is in session, 24 hours in 1 week. (2) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older between 10:30 p.m. and 6 a.m. However, except as provided in subsection (3), a person may employ a minor 16 years of age or older who is a student in school until 11:30 p.m. on any of the following days: (a) On Fridays and Saturdays. (b) During school vacation periods. (c) During periods when the minor is not regularly enrolled in school. (3) A person may employ a minor 16 years of age or older in farming operations involved in the production of seed or in agricultural processing for a period greater than the periods described in subsections (1) and (2) if all of the following conditions are met: (a) If the minor is a student in school, the period greater than the periods described in subsections (1) and (2) occurs when school is not in session. (b) The minor is employed for not more than 11 hours in 1 day. (c) The minor is employed for not more than 62 hours in any week. However, the employer shall not require the minor to work more than 48 hours during any week without the consent of the minor. (d) The minor is not employed between 2 a.m. and 5:30 a.m. (e) The agricultural processing employer maintains on file a written acknowledgment of the minor's parent or guardian consenting to the period of employment authorized under this subsection. (4) As used in this section: (a) "Agricultural processing" means the cleaning, sorting, or packaging of fruits or vegetables. (b) "Farming operations involved in the production of seed" means farming activities and research involved in the production of seed, including plant detasseling, hand-pollination, roguing, or hoeing, and any other similar farming activity required for commercial seed production.</p> <p><b>409.112</b> A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 minutes for a meal and rest period. An interval of less than 30 minutes shall not be considered to interrupt a continuous period of work.</p> <p><b>409.112a</b> A minor who would otherwise be permitted under this act to be employed in an occupation subject to this act shall not be employed in an occupation that involves a cash transaction subject to this act after sunset or 8 p.m., whichever is the earlier, at a fixed location unless an employer or other employee 18 years of age or older is present at the fixed location during those hours.</p>
<p><b>Minnesota</b></p>	<p><b>181A.04</b> On school days, during school hours, no minor under the age of 16 years shall be permitted employment except as provided in section 181A.05. No minor under the age of 16 shall be permitted to work any day before 7:00 a.m. or after 9:00 p.m. No employer shall be permitted to work a minor under the age of 16 more than 40 hours a week or more than eight hours in any 24-hour period. A high school student under the age of 18 must not be permitted to work after 11:00 p.m. on an evening before a school day or before 5:00 a.m. on a school day, except as permitted by section 181A.07. If a high school student under the age of 18 has supplied the employer with a note signed by the parent or guardian of the student, the student may be permitted to work until 11:30 p.m. on the</p>

	<p>evening before a school day and beginning at 4:30 a.m. on a school day. For the purpose of this subdivision, a high school student does not include a student enrolled in an alternative education program approved by the commissioner of education or an area learning center, including area learning centers under sections 123A.05 to 123A.08 or according to section 122A.163.</p>
<b>Mississippi</b>	<p><b>71-1-21</b> No boy or girl over fourteen (14) years of age and under sixteen years shall be permitted to work in any mill, cannery, workshop, factory, or manufacturing establishment more than eight (8) hours in one (1) day, or more than forty-four (44) hours in any one (1) week, or be employed in or detained in any such establishment between the hours of 7 p.m. and 6 a.m.</p>
<b>Missouri</b>	<p><b>294.022</b> 5. All of the hours in which a child employed in the entertainment industry may be at the place of employment are exclusive of meal periods. Meal periods shall be at least one-half hour, but not more than one hour in duration. In no event may a child be at the place of employment for a period longer than five and one-half hours without a meal break. 6. A child shall receive a twelve-hour rest break at the end of the child's work day and prior to the commencement of the child's next day of work for the same employment. A child shall also receive a fifteen minute rest period after each two hours of continuous work. 7. The employer shall provide a suitable place to rest or play for the children at the site of employment. 8. The time spent by children in rehearsals and in learning or practicing any of the arts, such as singing or dancing, for, or under the direction of, a motion picture studio, theater or television studio shall be counted as work time under this section of law. Periods for meal breaks shall not be included in the overall work time; however, rest breaks shall be included in the overall work time.</p> <p><b>294.030</b> 1. A child shall not be employed, permitted or suffered to work at any gainful employment for more than three hours per day in any school day, more than eight hours in any nonschool day, more than six days or forty hours in any week. Normal work hours shall not begin before seven o'clock in the morning nor extend to after 9:00 p.m., except as provided in subsection 2 of this section. The provisions of this subsection may be waived by the director, in full or in part, depending upon the nature of the employment. Such waiver shall be provided in writing to the employer by the director. The waiver shall only exempt employment described in section 294.022. 2. On all evenings from Labor Day to June first, a child shall not be employed, permitted or suffered to work at any gainful employment after 7:00 p.m. nor after 9:00 p.m. from June first to Labor Day; except that a child who has passed his or her fourteenth birthday but is under sixteen years of age may be employed at a regional fair from June first to Labor Day, if such child does not work after 10:30 p.m., is supervised by an adult, parental consent is given and the provisions of this subsection are complied with. The regional fair exception shall not apply to those entities covered by the Fair Labor Standards Act. The provisions of this subsection do not apply to children who have been permanently excused from school pursuant to the provisions of chapter 167, RSMo. The provisions of this subsection may be waived by the director, in full or in part, depending upon the nature of the employment. Such waiver shall be provided in writing to the employer by the director. The waiver shall only exempt employment described in section 294.022.</p>
<b>Montana</b>	<p><b>41-2-108</b> Unless enrolled in and employed pursuant to a school-supervised and school-administered work experience or career exploration program pursuant to 41-2-115(2), a minor 14 or 15 years of age may not be employed in any occupation during school hours.</p> <p><b>41-2-115</b> (1) Unless otherwise exempt or as provided in subsection (2), a minor who is 14 or 15 years of age: (a) may not be employed before 7 a.m. or after 7 p.m., except that the minor may be employed until 9 p.m. during periods outside the school year (June 1 through Labor Day, depending on local standards); or (b) may not be employed more than: (i) 3 hours on a school day; (ii) 18 hours in a school week; (iii) 8 hours on a non-school day; or (iv) 40 hours in a week in a non-school week. (2) A minor who is 14 or 15</p>

	<p>years of age and who is enrolled in and employed pursuant to a school-supervised and school-administered work experience or career exploration program approved by the department or the office of public instruction may be employed up to 23 hours in 1 week when the program is in session, any portion of which may be during school hours.</p>
<b>Nebraska</b>	<p><b>48-310</b> No person under the age of sixteen years shall be employed or suffered to work in any employment as defined in section 48-301 more than forty-eight hours in any one week, nor more than eight hours in any one day, nor before the hour of 6 in the morning, nor after the hour of 8 in the evening if the child is under the age of fourteen, nor after the hour of 10 in the evening if such child is between the ages of fourteen and sixteen. The person issuing the work certificate may limit or extend the stated hour in individual cases by endorsement on the certificate, except a child shall only be permitted to work after the hour of 10 p.m. if there is no school scheduled for the following day and, if he or she is between fourteen and sixteen years of age, has consented to such extension by signing his or her name on the endorsement extension, and his or her employer has obtained a special permit from the Department of Labor. The Department of Labor may issue a special permit to allow employment of such child beyond 10 p.m. upon being satisfied, after inspection of the working conditions and the safety, healthfulness, and general welfare to the child of the business premises. The special permit may be issued for periods not to exceed ninety days and may be renewed only after reinspection.</p>
<b>Nevada</b>	<p><b>609.230</b> In incorporated cities and towns, no person under the age of 18 years shall be employed or permitted to work as a messenger for a telegraph or messenger company in the distribution, transmission or delivery of goods or messages before 5 a.m. or after 10 p.m. of any day.</p> <p><b>609.240</b> No child under the age of 16 years may be employed, permitted or suffered to work at any gainful occupation, other than domestic service, employment as a performer in the production of a motion picture or work on a farm, more than 48 hours in any 1 week, or more than 8 hours in any 1 day. 2. The presence of a child in any establishment during working hours is prima facie evidence of employment of the child therein.</p> <p><b>609.250</b> Except for employment as a performer in a motion picture, it is unlawful for any person to employ any child under 14 years of age in any business or service during the hours in which the public schools of the school district in which the child resides are in session, unless the child has been excused from attendance by the school district or by order of the juvenile court for the purpose of employment.</p>
<b>New Hampshire</b>	<p><b>276-A:4 IV.</b> No youth under 16 years of age shall be employed or permitted to work earlier than 7 o'clock a.m. or later than 9 o'clock p.m., more than 3 hours per day on school days and 23 hours per week during school weeks, except that on non-school days he may be employed 8 hours per day and, during vacations, 48 hours per week. Upon application by an employer who employs a youth under 16 years of age in agricultural work, the commissioner of labor may order that the restriction upon hours of work imposed by this paragraph be suspended. V. No youth under 12 years of age may be employed or permitted to work except for his parents, grandparents, or guardian, or at work defined in this chapter as casual, or in the door-to-door delivery of newspapers. VI. No youth 16 or 17 years of age who is duly enrolled in school shall be permitted to work more than 6 consecutive days or more than 30 hours during the school calendar week, which shall be Sunday through Saturday. VII. No youth 16 or 17 years of age who is duly enrolled in school shall work for more than 6 consecutive days or 48 hours in any one week during school vacations, including summer vacation. For purposes of this paragraph, "summer vacation" means June 1 through Labor Day. VIII. No youth 16 or 17 years of age shall be employed by an employer unless the employer maintains on file a signed written document from the youth's parent or legal guardian permitting the youth's employment.</p> <p><b>276-A:11</b> In addition to the prohibitions listed in RSA 276-A:4, III, IV, V, VI, and VII no</p>

youth shall be employed or permitted to work at manual or mechanical labor in any manufacturing establishment more than 10 hours in any one day, or more than 48 hours in any one week. No youth shall be employed or be permitted to work at manual or mechanical labor in any other employment, except household labor and nursing, domestic, hotel and cabin including dining and restaurant service operated in connection with such service, and boarding house labor, operating in telegraph and telephone offices and farm labor, or canning of perishable vegetables and fruit, or as a laboratory technician, more than 10- 1/4 hours in any one day, or more than 54 hours in any one week.

**276-A:12** Where a youth is employed in the same day or week by more than one employer in manual or mechanical labor in any employment not included under RSA 276-A:11, the total time of employment shall not exceed that allowed per day or week in a single employment.

**276-A:13** No such youth shall be employed or permitted to work at night work more than 8 hours in any 24 hours nor more than 48 hours during the week. If any youth is employed or permitted to work more than 2 nights each week, for any time between the hours of 8 o'clock p.m. and 6 o'clock a.m. of the day following, such employment shall be considered night work.

**276-A:14** By mutual agreement between employer and employees, the provisions of RSA 276-A:13 relative to restrictions on night work for youths may be relaxed, if the agreement is approved by the commissioner.

**276-A:15** Regular employees of mercantile establishments shall not be affected by this subdivision for the period of 7 days immediately preceding Christmas day in each year; but the total number of hours of labor for any youth regularly employed in such establishment shall not exceed 54 hours a week for the full year.

**276-A:16** Manufacturing establishments may be granted a special license by the labor commissioner excepting them from RSA 276-A:11 and 12 for not over 8 weeks in any 6-month period, but in no case shall the hours of labor exceed 10- 1/4 hours in any one day or 54 hours in any one week. Before granting such license, a hearing shall be held by the commissioner and he shall be satisfied that such overtime is necessary. A copy of such license shall be posted in a conspicuous place in every room where youths are employed.

**276-A:18** Laundries may be granted a special license by the commissioner excepting them from RSA 276-A:11 and 12 for not over 3 months of the year, but in no case shall the hours of labor exceed 60 hours in any one week, nor more than 10- 1/4 hours during any one day. Before granting such license, a hearing shall be held by the commissioner and he shall be satisfied that such overtime is necessary. A copy of such license shall be posted where youths are employed. This section shall not be applied in any way to the disadvantage of any regular employee.

**276-A:19** The provisions of this subdivision shall not apply to labor performed entirely in the manufacture of munitions or supplies for the United States government, or for the government of the state, while the United States is at war with any other nation.

**New Jersey**

**34:2-21.3** 3.Except as provided in section 15 of P.L.1940, c.153 (C.34:2-21.15) and except for domestic service or messengers employed by communications companies subject to the supervision and control of the Federal Communications Commission, no minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation more than six consecutive days in any one week, or more than 40 hours in any one week, or more than eight hours in any one day,

nor shall any minor under 16 years of age be so employed, permitted, or suffered to work before 7 a.m. or after 7 p.m. of any day, except a minor who is 14 or 15 years of age may work in a restaurant, supermarket or other retail establishment, or in any occupation not prohibited by the provisions of this act, P.L.1940, c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et seq.), during the period beginning on the last day of a minor's school year and ending on Labor Day of each year until 9 p.m. of any day with written permission from a parent or legal guardian, and except a minor who is 14 or 15 years of age may be employed as a little league umpire for little leagues chartered by Little League Baseball, Incorporated, until 9 p.m. of any day with written permission from a parent or legal guardian; nor shall any minor between 16 and 18 years of age be so employed, permitted, or suffered to work before 6 a.m. or after 11 p.m. of any day; provided that minors between 16 and 18 years of age may be employed after 11 p.m. during any regular vacation season, and on days which do not precede a regularly scheduled school day, with a special written permit from their parents or legal guardian stating the hours they are permitted to work; provided that minors between 16 and 18 years of age may be employed in a seasonal amusement or restaurant occupation after 11 p.m. and following 12:01 a.m. of the next day, if that employment is a continuation of a workday which began before 11 p.m., either during any regular school vacation season, or on workdays which do not begin on a day which precedes a regularly scheduled school day, with a special written permit from their parents or legal guardian stating the hours they are permitted to work, except that in no case shall minors between 16 and 18 years of age be employed after 3 a.m. or before 6 a.m. on a day which precedes a regularly scheduled school day; provided, further, that minors may be employed in a concert or a theatrical performance up to 11:30 p.m.; and provided, further, that minors not less than 16 years of age and who are attending school may be employed as pinsetters, lane attendants, or busboys in public bowling alleys up to 11:30 p.m., but may not be so employed during the school term without a special written permit from the superintendent of schools or the supervising principal, as the case may be, which permit shall state that the minor has undergone a complete physical examination by the medical inspector, and, in the opinion of the superintendent or supervising principal, may be so employed, without injury to health or interference with progress in school, such special permits to be good for a period of three months only and are revocable in the discretion of the superintendent or supervising principal. Such permit may not be renewed until satisfactory evidence has been submitted to the superintendent or supervising principal showing that the minor has had a physical examination and the minor's health is not being injured by said work; and provided, further, that minors between 16 and 18 years of age may not be employed after 10 p.m. during the regular school vacation seasons in or for a factory or in any occupation otherwise prohibited by law or by order or regulation made in pursuance of law. The hours of work of minors under 16 employed outside school hours shall not exceed three hours in any one day when school is in session and shall not exceed in any one week when school is in session the maximum number of hours permitted for that period under the federal "Fair Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and regulations promulgated pursuant to that federal act. This section is not applicable to the employment of a minor between 16 and 18 years of age during the months of June, July, August or September by a summer resident camp, conference or retreat operated by a nonprofit or religious corporation or association, unless the employment is primarily general maintenance work or food service activities.

**34:2-21.4** No minor under eighteen years of age shall be employed or permitted to work for more than five hours continuously without an interval of at least thirty minutes for a lunch period, and no period of less than thirty minutes shall be deemed to interrupt a continuous period of work.

**34:2-21.59** a. Upon application of an employer, bearing the endorsed approval of a parent

	<p>or guardian of the minor a permit authorizing employment of the minor in a theatrical production may be issued if: (a) The minor is in good health and will not likely be endangered by the working conditions of the prospective employment as certified by a currently issued statement of a licensed physician based upon a physical examination which, for minors under 8 years of age, includes a visual acuity screening if practicable; (b) The place of employment is approved by the Department of Labor and the period for which the permit is desired is not in excess of 3 months; (c) The minor is not attending public school and the application is for a period other than during the school summer vacation period, that he is receiving equivalent instruction approved by the Department of Education or by the state or county of his residence if he be a nonresident of New Jersey; (d) The proposed employment will not exceed two shows or productions in a day or a total of eight shows or productions in any week where the professional employment is reasonably separable into discrete shows or productions; that the employment will not be for more than 6 days in any week, 5 hours in any day or a total of 24 hours, including rehearsal time, in any week and that the minor will not be employed before 7:00 a.m. or after 11:30 p.m. and that school and theatrical performance time shall not exceed 8 hours in any 1 day and that the combined time spent on a set or on call and performance time shall not exceed a total of eight hours in any one day.</p>
<p><b>New Mexico</b></p>	<p><b>50-6-1</b> No child under fourteen years of age shall be employed or permitted to labor at any gainful occupation during the hours during which the schools in the district in which the child resides are in session. No child under the age of fourteen years shall be employed at any gainful occupation when the school of the district in which such child resides is not in session unless such child obtains a permit certificate issued in the manner and by the authority herein directed.</p> <p><b>50-6-3</b> No child under the age of fourteen years shall be employed or permitted to labor at any gainful occupation for more than forty-four hours in any one week, nor more than eight hours in any one day, except under special circumstances to be determined by the officer who issued the permit, but in no case shall such child be permitted to work more than forty-eight hours in any one week nor shall such child begin work before 7:00 a.m. nor continue after 9:00 p.m. of any one day.</p> <p><b>50-6-6</b> No person under the age of sixteen years shall be employed or permitted to labor as a messenger for a telegraph, telephone or messenger company in the distribution, transmission or delivery of goods or messages before 7:00 a.m. or after 9:00 p.m. of any day.</p>
<p><b>New York</b></p>	<p><b>130 e.</b> A minor over twelve years of age who presents a farm work permit, in assisting in the hand work harvest of berries, fruits and vegetables, for a period of four hours in any work day when attendance upon instruction is not required by the education law between the hours of nine o'clock in the forenoon and four o'clock in the afternoon between the first day after Labor Day through and the twentieth day of June, and seven o'clock in the forenoon and seven o'clock in the evening between the twenty-first day of June and Labor day of the same calendar year, and the minor is accompanied by a parent or has presented the written consent of a parent or party with whom he or she resides to the employer.</p> <p><b>142. 1</b> When school is in session. When school is in session, no minor fourteen or fifteen years of age shall be employed: a. More than three hours on any school day; b. More than eight hours on any day when school is not in session; c. More than eighteen hours a week; d. More than six days a week; or e. After seven o'clock in the evening or before seven o'clock in the morning. 2. When school is not in session. When school is not in session, no minor fourteen or fifteen years of age shall be employed: a. More than eight hours a day; b. More than six days a week; c. More than forty hours a week; or d. After seven o'clock in the evening or before seven o'clock in the morning, except (i) between the twenty-first day of June and Labor day of the same calendar year, when no such minor shall be</p>

employed after nine o'clock in the evening or before seven o'clock in the morning; or (ii) where such minor is employed as a junior counselor or counselor-in-training at a camp for children during the months of June, July and August. 3. Notwithstanding the provisions of subdivision one of this section, a minor fourteen or fifteen years of age, who is enrolled when school is in session in a supervised work study program approved by the commissioner of education, when such program is in session, may not be employed: a. More than three hours on any school day; b. More than eight hours on any day when school is not in session; c. More than twenty-three hours a week; d. More than six days a week; or e. After seven o'clock in the evening or before seven o'clock in the morning. 4. This section shall not apply to a newspaper carrier as defined in section thirty-two hundred twenty-eight of the education law whose hours of work are governed by such section, a farm laborer, a child performer whose employment is governed by section 35.01 of the arts and cultural affairs law, a child model whose employment is governed by section 35.05 of the arts and cultural affairs law, a bridge caddie at a bridge tournament or a baby sitter as defined in section one hundred thirty-one of this chapter.

**143. 1** When school is in session, no minor sixteen or seventeen years of age enrolled in a daytime school, other than a part-time or continuation school, shall be employed: a. (i) More than four hours on any day preceding a school day, other than on a Sunday or holiday; (ii) except that students enrolled in a cooperative work experience program approved by the department of education may be employed for no more than six hours on any day preceding a school day, other than on a Sunday or holiday, if such hours of employment occur solely pursuant to such program. Any hours worked by students in such programs shall be included when calculating the number of hours worked for purposes of subparagraph (i) of this paragraph; b. More than eight hours on a Friday, Saturday, Sunday or holiday; c. More than twenty-eight hours a week; d. More than six days a week; e. After ten o'clock at night on any day preceding a school day, or after midnight on any day preceding a school day provided the employer receives and maintains both the written consent of the minor's parent or guardian and a certificate which shall be provided to the employer at the end of each marking period by the minor's school which shall assert that such minor is in satisfactory academic standing according to the standards in such school district; f. After ten o'clock at night on any day preceding a non-school day or, if the employer receives and maintains the written consent of the minor's parent or guardian, after midnight; or g. Before six o'clock in the morning. 2. When school is not in session, no minor sixteen or seventeen years of age shall be employed: a. More than eight hours a day, except that for the purpose of making one or more shorter work days or a holiday in a week, such persons may be employed up to ten hours on any one day of the week, and nine hours on any of four other days, but not in excess of forty-eight hours in any such week; b. More than forty-eight hours a week; c. More than six days a week; or d. After twelve midnight or before six o'clock in the morning. 3. A minor sixteen or seventeen years of age who is not enrolled in a daytime school when school is in session shall be covered under subdivision two of this section. 4. This section shall not apply to a newspaper carrier as defined in section thirty-two hundred twenty-eight of the education law whose hours of work are governed by such section, a farm laborer, a child performer whose employment is governed by section 35.01 of the arts and cultural affairs law, a child model whose employment is governed by section 35.05 of the arts and cultural affairs law, a bridge caddie at a bridge tournament or a baby sitter as defined in section one hundred thirty-one of this chapter or a seventeen year old minor employed as a counselor, junior counselor or counselor-in-training at a camp for children during the months of June, July and August. 5. a. The provisions of paragraphs b, c and d of subdivision one and paragraphs a, b and c of subdivision two of this section shall not apply to (i) employment solely as a singer or performer in a hotel or restaurant; (ii) employment in a resort or seasonal hotel or restaurant in a rural community and in a city and village having a population of less than fifteen thousand inhabitants, excluding that portion of the population of a third class city residing outside of its

corporation tax district where such city embraces the entire area of a former township. As used in this subdivision, the term "resort" applies to such hotel or restaurant which operates for not more than four calendar months and fifteen days in each year, and the term "seasonal" applies to such hotel or restaurant in which the number of employees is increased by at least one hundred percent from the slack to the busiest season; (iii) employment in or in connection with a beauty parlor in cities and villages having a population of less than fifteen thousand; (iv) employment in or in connection with a mercantile establishment during the following periods: (A) from the eighteenth day of December to the following twenty-fourth day of December, inclusive; or (B) for any seven consecutive days during the period from the fourth day of December to the following twenty-third day of December, inclusive, selected by an employer by filing written notice with the commissioner on or before the first day of December designating the days selected. An employer may make such selection for the employer's establishment, or if there is more than one establishment, for any one or more of such establishments; and (C) for two additional periods each year, for the purpose of taking inventory, each period not to be more than one week's duration. Each period shall not exceed a total of six hours if the minor is employed on an eight-hour-day basis, or five hours if employed ten hours on one day and nine hours on any of four other days of the week, in addition to the hours permitted in this section; b. The provisions of paragraph d of subdivision one and paragraph c of subdivision two of this section shall not apply to (i) employment as a writer or reporter in a newspaper office or (ii) employment by a duly recognized florist on the day before Easter Sunday, on Easter Sunday morning, and on the twenty-third day of December of each year; c. The provisions of paragraph e of subdivision one and paragraph d of subdivision two of this section shall not apply to those employments listed in subparagraphs (i) and (ii) of paragraph a of this subdivision and subparagraphs (i) and (ii) of paragraph b of this subdivision nor to employment by a duly licensed airline in the maintenance of aircraft through a work study or job trainee program, under recognized state or local educational authority, or through a course of study in a substantially similar program conducted by a private school or through a training program which is publicly funded in whole or in part nor to employment as a junior counselor, counselor in training or counselor at a camp for children during the months of June, July and August.

**3227 6.** No minor shall be engaged in a street trade before six o'clock in the morning nor after seven o'clock in the evening, nor during the time the minor is required to attend upon instruction, nor more than four hours in any one day when school is in session, nor more than five hours in any one day when school is not in session.

**3228 4** No newspaper carrier shall be engaged in delivering, or selling and delivering, newspapers, shopping papers or periodicals before five o'clock in the morning nor after seven o'clock in the evening or thirty minutes prior to sunset, whichever is later, nor during the time the minor is required to attend upon instruction, nor for more than four hours in any one day when school is in session, nor more than five hours in any one day when school is not in session.

**North Carolina**

**95-25.5** During the regular school term, no youth under 18 years of age who is enrolled in school in grade 12 or lower may be employed between 11 P.M. and 5 A.M. when there is school for the youth the next day. This restriction does not apply to youths 16 and 17 years of age if the employer receives written approval for the youth to work beyond the stated hours from the youth's parent or guardian and from the youth's principal or the principal's designee. No youth 14 or 15 years of age may be employed by an employer in any occupation except those determined by the United States Department of Labor to be permitted occupations under the Fair Labor Standards Act; provided, such youths may be employed by employers: (1) No more than three hours on a day when school is in session for the youth; (2) No more than eight hours on a day when school is not in session for the youth; (3) Only between 7 A.M. and 7 P.M., except to 9 P.M. during the summer (when school is not in session); (4) No more than 40 hours in any one week when school is not in

	<p>session for the youth; (5) No more than 18 hours in any one week when school is in session for the youth; and (6) Only outside school hours. Notwithstanding the above, enrollees in high school apprenticeships or in work experience and career exploration programs as defined under the Fair Labor Standards Act may work up to 23 hours in any one week when school is in session, any portion of which may be during school hours. No youth under 16 years of age shall be employed for more than five consecutive hours without an interval of at least 30 minutes for rest. No period of less than 30 minutes shall be deemed to interrupt a continuous period of work. (f) For any youth 13 years of age or older, the Commissioner may waive any provision of this section and authorize the issuance of an employment certificate when: (1) He receives a letter from a social worker, court, probation officer, county department of social services, a letter from the North Carolina Alcohol Beverage Control Commission or school official stating those factors which create a hardship situation and how the best interest of the youth is served by allowing a waiver; and (2) He determines that the health or safety of the youth would not be adversely affected; and (3) The parent, guardian, or other person standing in loco parentis consents in writing to the proposed employment. Youths employed as models, or as actors or performers in motion pictures or theatrical productions, or in radio or television productions are exempt from all provisions of this section except the certificate requirements. Youths employed by an outdoor drama directly in production-related positions such as stagehands, lighting, costumes, properties and special effects are exempt from all provisions of this section except the certificate requirements. Positions such as office workers, ticket takers, ushers and parking lot attendants have no exemption and are subject to all provisions of this section.</p>
<p><b>North Dakota</b></p>	<p><b>34-07-01</b> No minor under fourteen years of age may be employed or permitted to work in any occupation except farm labor, domestic service, or in the employment of, and under the direct supervision of, that minor's parent, guardian, or grandparent. Domestic service includes services of a household nature performed by an employee in or about a private home of the employer. No minor under fourteen years of age may be employed in any business or service whatever during any part of the hours when the public schools of the district in which the minor resides are in session.</p> <p><b>34-07-15</b> A minor fourteen or fifteen years of age may not be employed or permitted to work at any occupation, except in domestic services and at farm labor, before the hour of seven a.m. nor after the hour of seven p.m., except that these hours are seven a.m. to nine p.m. from June first through labor day, nor more than eighteen hours during school weeks, nor more than three hours on schooldays, nor more than forty hours during non-school weeks, nor more than eight hours on non-school days. A school week is considered to be any week Monday through Sunday in which a youth is required to be in attendance, for any period of time, four or more days. Provided, however, that the limitations restricting hours of work during school weeks and schooldays do not apply to minors who are not attending school because they are excepted from compulsory school attendance by subdivisions b, c, and d of subsection 1 of section 15.1-20-02.</p>
<p><b>Ohio</b></p>	<p><b>4109.07</b> (A) No person under sixteen years of age shall be employed: (1) During school hours except where specifically permitted by this chapter; (2) Before seven a.m.; (3) After nine p.m. from the first day of June to the first day of September or during any school holiday of five school days or more duration, or after seven p.m. at any other time; (4) For more than three hours a day in any school day; (5) For more than eighteen hours in any week while school is in session; (6) For more than eight hours in any day which is not a school day; (7) For more than forty hours in any week that school is not in session. (B) No person under sixteen years of age may be employed more than forty hours in any one week nor during school hours unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education. (C) No employer shall employ a minor more than five consecutive</p>

	<p>hours without allowing the minor a rest period of at least thirty minutes. The rest period need not be included in the computation of the number of hours worked by the minor. (D) No person sixteen or seventeen years of age who is required to attend school under Chapter 3321. of the Revised Code shall be employed: (1) Before seven a.m. on any day that school is in session, except such person may be employed after six a.m. if the person was not employed after eight p.m. the previous night; (2) After eleven p.m. on any night preceding a day that school is in session. (E) As used in this section, "school" refers to either a school the child actually attends or a school he is required to attend pursuant to Chapter 3321. of the Revised Code.</p>
<p><b>Oklahoma</b></p>	<p><b>40-75</b> A. No child under the age of sixteen (16) years shall be employed or permitted to work in any gainful occupation, other than agriculture or domestic service, for more than: 1. Three (3) hours in any one (1) school day, except that if the employer is not covered by the Fair Labor Standards Act, a child may work eight (8) hours or less on a school day which precedes a non-school day; 2. Eight (8) hours on a non-school day; 3. Eighteen (18) hours in any one (1) week when school is in session; or 4. Forty (40) hours in any one (1) week when school is not in session, except that if the employer is not covered by the Fair Labor Standards Act, a child may work forty (40) hours in any one (1) week when school is in session if attendance is not compulsory. B. As used in this section, "in session" means the period beginning on the first Tuesday after Labor Day through May 31 of the following year. C. Children under the age of sixteen (16) years must be permitted a one (1) hour cumulative rest period for each eight (8) consecutive hours worked. However, no such child shall work more than five (5) consecutive hours unless permitted a one-half (1/2) hour cumulative rest period.</p> <p><b>40 76</b> No person under the age of sixteen (16) years shall be employed or permitted to work in any of the occupations set out in Section 71 of this title between the hours of seven o'clock p.m. and seven o'clock a.m.; except, during the summer (June 1 through Labor Day) and, if the employer is not covered by the Fair Labor Standards Act, during the remainder of the year on days followed by a non-school day when the prohibited hours will be between the hours of nine o'clock p.m. and seven o'clock a.m.</p>
<p><b>Oregon</b></p>	<p><b>653.315</b> (1) A child under 16 years of age may not be employed for longer than 10 hours for any one day or more than six days in any one week. The Commissioner of the Bureau of Labor and Industries shall issue special permits for the employment of children under 16 years of age in agriculture for longer than 10 hours for any one day when the commissioner determines that such hours of work will not be detrimental to the health and safety of the children so employed. (2) (a) A child under 16 years of age may not be employed at any work before 7 a.m. or after 7 p.m., except that during the period between June 1 and Labor Day a child under 16 years of age may be employed until 9 p.m. (b) Paragraph (a) of this subsection does not apply to a child under 16 years of age who is: (A) Employed in agriculture. (B) Employed in youth camps. As used in this subparagraph, 'youth camps' means those camps operated and maintained primarily for the supervised recreation and education of youth of either sex during the public school vacation periods. (C) Employed as a newspaper carrier or vendor. Employed under a special permit that may be issued by the commission, after investigation and good cause shown therefore, in suitable work that is not detrimental to the child's physical and moral well-being. The commission or its representatives shall investigate periodically the conditions of labor for which the special permit has been issued to determine whether or not the permit should be continued. (D) Employed in or about private residences at domestic work, chores and child care. This exception does not extend to employment in places where child care or training is carried on as an occupation. (3) Every child under 16 years of age is entitled to not less than 30 minutes for mealtime and the mealtime may not be included as part of the work hours of the day. (4) Every employer of children under 16 years of age shall post, in a conspicuous place where the children are employed, a printed notice stating the maximum work hours</p>

required in one week and in every day of the week from the children.

**653.340** (1) No person under the age of 18 years shall be employed or permitted to work as a messenger for a telegraph or messenger company or anyone engaged in such a business in the distribution, transmission or delivery of goods or messages before 5 a.m. or after 10 p.m.

**839-021-0067 Hours of Employment for Minors 16 and 17 Years of Age** (1) An employer may not employ a 16 or 17 year old to work more than 44 hours per week except those employed in organized youth camps or those employed in agricultural employment. (2) An employer desiring to employ a 16 or 17 year old to work more than 44 hours per week must be issued a Special Emergency Overtime Permit by the Wage and Hour Commission. This permit will not be issued unless: (a) The number of hours do not exceed those provided by statute; and (b) When the minor is not otherwise exempt from the overtime pay provisions of any law, the minor receives one and one half times the regular rate of pay for all hours worked over 40 in a workweek. (3) The maximum number of hours for a 16 or 17 year old employed in a cannery is ten hours per day. (4) An employer desiring to employ a 16 or 17 year old in a cannery for time in excess of ten hours per day, may apply in writing to the Administrator of the Wage and Hour Division, Bureau of Labor and Industries, 800 N.E. Oregon #32, Portland, OR 97232. (a) The employer must set out the full and complete circumstances of the proposed employment in the written application. (b) The administrator will investigate the terms and conditions of the proposed employment and if the administrator determines that the character of the employment is suitable and that the employment will not adversely affect the physical and moral well-being of the minor, the administrator will issue a Special Emergency Overtime Permit to the employer. (c) At the next regularly scheduled meeting of the Wage and Hour Commission, the administrator will report the facts and circumstances of the employment to the commission, and the commission may adopt, vacate or modify the Special Emergency Overtime Permit issued under this section. (5) If, after the investigations referred to in section (4)(b) of this rule, the administrator determines that the character of the employment is unsuitable and that such employment will adversely affect the physical and moral well-being of the minor or that there is no adverse effect on the employment opportunities of the minor, the administrator will refuse to issue a Special Emergency Overtime Permit. The administrator will report the facts and circumstances to the Wage and Hour Commission at its next regularly scheduled meeting and the commission may adopt, vacate or modify the refusal.

**839-021-0070 Hours of Employment for Minors Under 16 Years of Age** (1) Except as otherwise provided in this rule, employment of minors under 16 years of age must be confined to the following periods:(a) Outside school hours;(b) Not more than 40 hours in any one week when school is not in session;(c) Not more than 18 hours in any one week when school is in session;(d) Not more than eight hours in any one day when school is not in session;(e) Not more than three hours in any one day when school is in session; (f) Between 7 a.m. and 6 p.m. provided, however, that with a validated employment certificate specifying the conditions set forth in ORS 653.315(2)(d), a minor under 16 years of age may work until 7 p.m., except that during the summer (June 1 through Labor Day), the minor may work until 9:00 p.m. (2) In the case of enrollees in work training programs conducted under Part B of Title I of the Economic Opportunity Act of 1964, there is an exception to the requirement of subsection (1)(a) of this rule if the employer has on file with the records kept pursuant to OAR 839-021-0170 an unrevoked written statement of the Regional Manpower Administrator of the U.S. Department of Labor or representative setting out the periods which the minor will work and certifying that the minor's employment confined to such periods will not interfere with the minor's health and well-being, countersigned by the principal of the school which the minor is attending with the principal's certificate that such employment will not interfere with the minor's

schooling. (3) In the case of students enrolled in a career exploration or other work experience program, there is an exception to subsection (1)(a) of this rule when: (a) The minor is employed as a student learner pursuant to ORS 653.070; or (b) The minor is enrolled in a school-supervised and school-administered work experience and career exploration program meeting the educational standards established and approved by the Oregon Department of Education. (4) This rule does not apply when Title 29, CFR, Part 570, Subpart C, Section 570.35a would otherwise apply. (5) Employment of minors enrolled in a program pursuant to sections (2), (3), and (4) of this rule must be confined to not more than 23 hours in any one week when school is in session and not more than three hours in any day when school is in session, any portion of which may be during school hours. Insofar as these provisions are inconsistent with the provisions of section (1) of this rule, this section will be controlling. (6) The employment of a minor enrolled in a program pursuant to sections (2), (3), and (4) of this rule must not have the effect of displacing a worker employed in the establishment of the employer. (7) The Wage and Hour Commission may waive the provisions of section (1)(f) of this rule and OAR 839-021-0246(4)(d) and authorize minors under 16 years of age employed by their parent(s) or person(s) standing in the place of their parent(s) to work as late as 9:00 p.m. when the commission determines that such hours of work will not be detrimental to the health, safety or education of the children so employed and the minor is supervised by the minor's parent(s) or person(s) standing in the place of their parent(s) during the extended hours employed. No minor may be employed to work in violation of the provisions of (1)(a), (b), (c), (d), and (e) of this rule or, in the case of minors under 14 years of age, in violation of OAR 839-021-0246(4)(a), (b), and (c). (8) Pursuant to section (7) of this rule, a parent/employer desiring to employ a minor under 16 years of age later than the times permitted in section (1)(f) of this rule or OAR 839-021-0246(4)(d) may apply in writing to the Wage and Hour Commission, c/o the Administrator of the Wage and Hour Division, Bureau of Labor and Industries, 800 N.E. Oregon St., #32, Portland, OR, 97232. The commission will investigate the employment and the facts and circumstances set out in the application. If the commission determines that the employment is suitable and will not adversely affect the well-being of the minor(s), the commission will issue a special permit to the parent/employer, setting out the terms and conditions of the permit.

**839-021-0072 Rest Periods and Meal Periods** (1) Every employer must provide to each minor "appropriate meal periods" and "appropriate rest periods." (2) As used in this rule, unless the context requires otherwise, "Appropriate Meal Periods" means: (a) A period of not less than 30 minutes for rest and meal during which a minor is relieved of all duties and commencing within the first five hours and one minute after reporting for work; (b) If the minor is 16 years of age or older, a period of not less than 30 minutes in which to eat while continuing to perform duties or remain on call but which is not deducted from the minor's hours worked. This is permitted only in those cases where the nature of the work prevents the minor from being relieved from all duty. (3) As used in this rule, unless the context requires otherwise, "Appropriate Rest Periods" means a period of rest of not less than 15 minutes without deduction from the minor's hours worked for every four hours or major part thereof worked in one work period. This period of rest must be in addition to time allowed for the usual meal period. Insofar as feasible, considering the nature and type of job or position, such period of rest is to be provided approximately in the middle of each four hour segment or major part thereof. The employer must relieve the minor from all duties during the rest period. (4) The commission may for good cause shown exempt an employer or class of employers from the requirements of section (1) of this rule. (5) Application forms for exemption from the requirements of section (1) of this rule, may be obtained at any office of the Bureau of Labor and Industries and must be filed with the Administrator of the Wage and Hour Division, 800 N.E. Oregon #32, Portland, OR 97232. (a) The administrator will investigate the employment and the facts and circumstances set out in the application in support of the requested exemption and if the administrator determines that the requested exemption will not be detrimental to the health

of the minors affected, the administrator will issue a letter of authorization setting out the terms and conditions of the exemption granted and the period of time for which it will be effective. (b) In the event that the administrator issues the letter of authorization referred to in section (5)(a) of this rule, the administrator will, at the same time, provide the employer with three copies of a notice which the employer is required to post on the business premises in those places most frequented by those minors affected by the requested exemption. The notice will include: (A) A recitation that the employer has requested an exemption from the requirements of this rule and that the administrator has tentatively granted such exemption; and (B) The date, time, and place of the next public meeting of the Wage and Hour Commission at which the commission will make final disposition of the application for exemption; and (C) A recitation to the effect that the Wage and Hour Commission will take public testimony concerning its disposition of the employer's application for exemption and will consider documents relative to this disposition; and (D) An address to which such documents and correspondence should be addressed.(6) At the next regularly scheduled meeting of the Wage and Hour Commission, the administrator will report the facts and circumstances of the application, as well as the results of the administrator's investigation to the commission. The commission may adopt, vacate, or modify the administrator's disposition of the application.

**Pennsylvania** **Section 4.** No minor under eighteen years of age shall be employed or permitted to work in, about, or in connection with any establishment, or in any occupation, for more than six consecutive days in any one week, or more than forty-four hours in any one week, or more than eight hours in any one day: Provided, That messengers employed by telegraph companies at offices where only one such minor is employed as a messenger in which case such minor shall not be employed for more than six consecutive days in any one week, or more than fifty-one hours in any one week, or more than nine hours in any one day: And provided further, That no minor under eighteen years of age, who is enrolled in regular day school and working outside school hours, shall be employed or permitted to work for more than twenty-eight hours during a school week. No minor under sixteen years of age shall be employed or permitted to work in, about, or in connection with, any establishment or in any occupation before seven o'clock in the morning or after seven o'clock in the evening of any day except during school vacation period from June to Labor Day when such minor may work between the hours of seven o'clock in the morning and ten o'clock in the evening nor shall such minor who is enrolled in school and working outside school hours be employed or permitted to work in, about, or in connection with, any establishment or in any occupation more than four hours on a school day, or more than eight hours on any other day, or more than eighteen hours during a school week: Provided, That, students fourteen years of age and over whose employment is part of a recognized school-work program, supervised by a recognized school authority, may be employed for hours which, combined with the hours spent in school, do not exceed eight a day: And further provided, That minors over the age of fourteen may be employed in the distribution, sale, exposing or offering for sale, of any newspaper, magazine, periodical or other publication for not more than fifty-one hours in any one week, or more than nine hours in any one day, and after six o'clock in the morning and before eight o'clock in the evening: And further provided, That a minor under sixteen years of age employed on a farm by a person other than the farmer in the hatching, raising or harvesting of poultry may be employed or permitted to work until 10 o'clock in the evening as long as the minor is not working in an agricultural occupation declared hazardous by the United States Secretary of Labor. No minor under eighteen years of age shall be employed or permitted to work for more than five hours continuously in, about, or in connection with, any establishment without an interval of at least thirty minutes for a lunch period and no period of less than thirty minutes shall be deemed to interrupt a continuous period of work. No minor under eighteen years of age shall be employed or permitted to work in, about, or in connection with, any establishment between the hours of twelve in the evening and six in the morning if such minor is enrolled in regular day school: Provided,

That, minors sixteen and seventeen years of age may be employed until, but not after, one o'clock in the morning on Fridays and Saturdays, and on days preceding a school vacation occurring during the school year, excepting the last day of such vacation period.

Notwithstanding any other provision of this section, a minor who is sixteen or seventeen years of age who is employed during the months of June, July, August or September by a summer resident camp or a conference or retreat operated by a religious or scout organization shall receive one day of rest (twenty-four consecutive hours of rest) during every seven-day period: Provided, That this paragraph shall not apply to a minor employed primarily for general maintenance work or food service activities.

**Section 6.** No minor shall be permitted to work as messenger for a telephone, telegraph, or messenger company, in the distribution, collection, transmission, or delivery of goods or messages, before six o'clock in the morning or after eight o'clock in the evening of any day.

**Section 7.** No minor under eleven years of age, shall distribute, sell, expose, or offer for sale any newspaper, magazine, periodical, or other publication, or any article of merchandise of any sort, in any street or public place. No minor under fourteen years of age, shall be suffered, employed, or permitted to work at any time as a scavenger, bootblack, or in any other trade or occupation performed in any street or public place. No minor under sixteen years of age, shall engage in any occupation mentioned in this section before five o'clock in the morning, or after eight o'clock in the evening, of any day.

**Section 7.1.** (a) The Department of Labor and Industry is hereby authorized to issue special permits for the employment of minors seven and under eighteen years of age in theatrical productions, musical recitals or concerts, entertainment acts, modeling, radio, television, motion picture making, or in other similar forms or media of entertainment in Pennsylvania where the performance of such minor is not hazardous to his safety or well-being, except as follows: No such minor shall be permitted to perform after the hour of eleven-thirty in the evening. No such minor shall appear in more than two performances in any one day nor in more than eight performances in any one week. (a.1) In addition to any permit authorized by subsection (a), the department shall be authorized to issue special permits for the temporary employment of minors as part of the performing cast in the production of a motion picture, if the department determines that adequate provision has been made for the educational instruction, supervision, health and welfare of the minor. Unless the department determines that more restrictive conditions are necessary, special permits authorized by this subsection shall authorize minors to work as part of the performing cast for forty-four hours in any one week and eight hours in any one day. Time spent on the set or on location while on call shall be excluded from any calculation of the maximum number of hours authorized by this subsection if the department determines that adequate provision has been made for the child's education, supervision and welfare during such intervals. The department may restrict the number of hours which may be spent on call by the minor. The department may waive, in whole or in part, restrictions contained in this act and in any other act, on the time of day or night allowed for engaging in the employment authorized by this subsection, if the department determines that such waiver is necessary to preserve the artistic integrity of the motion picture and further determines that such waiver will not impair the educational instruction, supervision, health and welfare of the minor. (a.2) A special permit shall not be required under this section for a minor who participates in a nonprofit, educational, theatrical production if there is informed, written consent of a parent or guardian; if the participation is for a period of no more than fourteen consecutive days; if the participation is not during school hours; and if the minor receives no direct or indirect remuneration. All other existing limitations of this section shall remain applicable. (b) Rehearsals for performances as set forth in this section shall be permitted, providing the length of time and hours of starting and finishing such rehearsals added to performance duties are not

	<p>such as to be injurious or harmful to the minor. Rehearsal time, if any, expected and the hours of starting and finishing same shall be set forth in the application as provided in this section, and the special permit issued shall state what rehearsal time is permissible.</p>
<p><b>Rhode Island</b></p>	<p><b>28-3-1</b> A child who has reached the fourteenth (14th) birthday, but has not reached the sixteenth (16th) birthday, may be employed only between the hours of 6:00 A.M. and 7:00 P.M.; except that a child who has reached the fourteenth (14th) birthday, but has not reached the sixteenth (16th) birthday, may be employed until 9:00 P.M. but only during school vacations; and except as provided in § 28-3-3 no child under sixteen (16) years of age shall be employed or permitted or suffered to work in any business establishment within this state. Every person willfully violating the provisions of this section shall be fined as provided in § 28-3-20.</p> <p><b>28-3-11</b> (a) No children under sixteen (16) years of age shall be employed or permitted or suffered to work more than forty (40) hours in any one week in any business or mercantile establishment within this state, and in no case shall the hours of labor exceed eight (8) hours in any one day. No child under eighteen (18) years of age shall be employed or permitted or suffered to work in any factory, manufacturing, mechanical, business, or mercantile establishment within this state more than forty-eight (48) hours in any one workweek. In no case shall the hours of labor exceed nine (9) hours in any calendar day, except when forty-eight (48) hours are worked in five (5) days, in which case the hours of labor shall not exceed nine and three-fifths (9 3/5) hours in any calendar day. There shall be an interval (or period of cessation from work) of not less than eight (8) hours between the ending of the period of work on one calendar day and the beginning of a period of work on the subsequent consecutive calendar day. (b) No minor between the ages of sixteen (16) and eighteen (18) years of age regularly attending a public or approved private day school or institution of higher learning shall be employed or permitted or suffered to work in any factory, manufacturing, mechanical, business, or mercantile establishment within this state before 6:00 A.M. or after 11:30 P.M. of any one day preceding a regularly scheduled school day, except that the minor may be employed or permitted or suffered to work until 1:30 A.M. of any non regularly scheduled school day. (c) Any minor between the ages of sixteen (16) and eighteen (18) may be employed during school vacations without limitation as to the total hours to be worked in a given week or calendar day provided the provisions of all other applicable federal and state laws and regulations are complied with. This provision applies as long as it continues to be permitted by federal law and/or regulation.</p> <p><b>28-3-14</b> No man, woman, or child shall be employed for more than six (6) hours at one time in a factory, workshop, mechanical, or mercantile establishment without an interval of at least twenty (20) minutes for a meal; but the man, woman, or child may be so employed for not more than six and one-half (6 1/2) hours at one time if the employment ends not later than 1:00 P.M. if he or she is then dismissed from the factory, workshop, mechanical, or mercantile establishment for the remainder of the day he or she may be so employed, or for not more than seven and one-half (7 1/2) hours at one time if he or she is allowed sufficient opportunity for eating a lunch during the continuance of the employment, and if the employment ends not later than 2:00 P.M. and he or she is then dismissed from the factory, workshop, mechanical, or mercantile establishment for the remainder of the day. This section does not apply to any telephone exchange where the operator during the night is not required to operate at the switchboard continuously but is able to sleep during a considerable part of the night.</p> <p><b>28-3-25</b> No boy or girl under sixteen (16) years of age shall, in any of the places mentioned or described in § 28-3-21, perform any of the acts mentioned in that section or described after 9:00 P.M., before 5:00 A.M., or, unless holding an employment certificate, during the hours when the public schools in the city or town in which the child resides are</p>

	in session.
<b>South Carolina</b>	<b>53-1-120</b> It shall be unlawful for any person to employ, require or permit the employment of children to work or labor in any mercantile establishment or manufacturing establishment on Sunday.
<b>South Dakota</b>	<p><b>60-12-1</b> No unemancipated child under sixteen years of age may be employed for more than four hours in any school day, twenty hours in any school week, eight hours in any non school day, forty hours in any non school week, or after 10 p.m. in any day that precedes a school day. The provisions of this section do not apply to children employed as actors or performers in motion pictures, theatrical, radio, or television productions. The provisions of this section do not apply to roguing or detasselling of hybrid seed corn for any non school day or non school week.</p> <p><b>60-12-2</b> No child under fourteen years of age shall be employed at any time in any factory or workshop or about any mine, nor be employed in any mercantile establishment except during hours when public schools are not in session and in no case after seven o'clock p.m.</p>
<b>Tennessee</b>	<p><b>50-5-104</b> (b) A minor who is either fourteen (14) or fifteen (15) years of age may not be employed: (1) During school hours; (2) Between the hours of seven o'clock p.m. (7:00 p.m.) and seven o'clock a.m. (7:00 a.m.), if the next day is a school day; (3) Between the hours of nine o'clock p.m. (9:00 p.m.) and six o'clock a.m. (6:00 a.m.); (4) More than three (3) hours a day on school days; (5) More than eighteen (18) hours a week during a school week; (6) More than eight (8) hours a day on non school days; or (7) More than forty (40) hours a week during non school weeks.</p> <p><b>50-5-105</b> b) A minor who is sixteen (16) or seventeen (17) years of age and is enrolled in school may not be employed: (1) During those hours when the minor is required to attend classes; or (2) Between the hours of ten o'clock p.m. (10:00 p.m.) and six o'clock a.m. (6:00 a.m.), Sunday through Thursday evenings preceding a school day. (A) If the parents or guardians of the minor submit to the employer a signed and notarized statement of consent, then the minor may be employed between the hours of ten o'clock p.m. (10:00 p.m.) and twelve o'clock midnight (12:00), Sunday through Thursday evenings preceding a school day; provided, that under no circumstances shall such minor be employed between such hours on such evenings on more than three (3) occasions during any week. (c) With respect to a student enrolled with a church-related school as defined in § 49-50-801, or who is home schooled in accordance with the provisions of § 49-6-3050 and has the consent of the parent conducting the home school, the provisions of subdivision (b)(1) shall not apply. However, to work during the hours identified in subdivision (b)(1), the student shall also present to the employer a letter signed by the superintendent, as defined in § 50-5-102(12), confirming the student's enrollment and the authorization to work. The superintendent of the church-related school shall send a copy of such letter to the superintendent of the local education agency of the school district in which the child resides.</p> <p><b>50-5-115</b> A minor must have a thirty (30) minute unpaid break or meal period if scheduled to work six (6) hours consecutively. This break shall not be scheduled during or before the first hour of scheduled work activity.</p>
<b>Texas</b>	<b>51.013</b> (a) A person commits an offense if the person permits a child who is 14 or 15 years of age and who is employed by the person to work more than: (1) eight hours in one day; or (2) 48 hours in one week. (b) A person commits an offense if the person permits a child who is 14 or 15 years of age, is employed by the person, and is enrolled in a term of a public or private school to work: (1) between the hours of 10 p.m. and 5 a.m. on a day that is followed by a school day; or (2) between the hours of midnight and 5 a.m. on a day that is not followed by a school day. (c) A person commits an offense if the person

	permits a child who is 14 or 15 years of age, is employed by the person, and is not enrolled in summer school to work between the hours of midnight and 5 a.m. on any day during the time that school is recessed for the summer. (d) The commission may adopt rules for determining whether hardships exist. If, on the application of a child, the commission determines that a hardship exists for that child, this section does not apply to that child.
<b>Utah</b>	<b>34-23-202</b> (1) A minor under the age of 16 may not be employed or permitted to work during school hours except as authorized by the proper school authorities. (2) A minor under the age of 16 may not be permitted to work: (a) before or after school in excess of four hours a day; (b) before 5:00 a.m. or after 9:30 p.m., unless the next day is not a school day; (c) in excess of eight hours in any 24-hour period; or (d) more than 40 hours in any week.
<b>Vermont</b>	<b>21:434</b> A child under 16 years of age shall not be employed more than eight hours in any day, or more than six days in any week, or earlier than seven o'clock in the morning, or after seven o'clock at night, except from June 1 through Labor Day when a child may be permitted to work until nine o'clock at night. A child under 16 years of age shall not be employed more than three hours on any day that school is in session, and not more than a total of 18 hours during any week that school is in session. However, in the case of a child employed as an actor or performer in motion pictures, theatrical productions, radio or television, or employed as a baseball bat girl or bat boy, the child may be employed until midnight or after midnight if a parent or guardian and the commissioner of labor and industry have consented in writing. The department shall adopt rules regarding the permissible duties of a baseball bat girl or bat boy. The provisions of this section shall not apply to employment as a newspaper carrier or work connected with agriculture or domestic service.
<b>Virginia</b>	<p><b>40.1-79.01</b> A. Nothing in this chapter, except the provisions of §§ 40.1-100 A, 40.1-100.1, 40.1-100.2, and 40.1-103, shall apply to: 1. A child engaged in domestic work when such work is performed in connection with the child's own home and directly for his parent or a person standing in place of his parent; 2. A child employed in occasional work performed outside school hours where such work is in connection with the employer's home but not in connection with the employer's business, trade, or profession; 3. A child 12 or 13 years of age employed outside school hours on farms, in orchards or in gardens with the consent of his parent or a person standing in place of his parent; 4. A child between the ages of 12 and 18 employed as a page or clerk for either the House of Delegates or the Senate of Virginia; 5. A child participating in the activities of a volunteer rescue squad; 6. A child under 16 years of age employed by his parent in an occupation other than manufacturing; or 7. A child 12 years of age or older employed by an eleemosynary organization or unit of state or local government as a referee for sports programs sponsored by that eleemosynary, state, or local organization or by an organization of referees sponsored by an organization recognized by the United States Olympic Committee under 36 U.S.C. § 220522. B. Nothing in this chapter, except §§ 40.1-100.1, 40.1-100.2, and 40.1-103, shall be construed to apply to a child employed by his parent or a person standing in place of his parent on farms, in orchards or in gardens owned or operated by such parent or person.</p> <p><b>40.1-80.1</b> A. Except as provided in §§ 40.1-79.01, 40.1-88, 40.1-102, and 40.1-109, no child under sixteen years of age shall be employed, permitted or suffered to work in, about or in connection with any gainful occupation more than the number of hours per week or more than the number of hours per day or during the hours of the day that the Commissioner shall determine by regulations to be detrimental to the lives, health, safety or welfare of children. These regulations shall incorporate the standards contained in regulations promulgated by the United States Secretary of Labor pursuant to the Fair Labor Standards Act (29 U.S.C. § 201 et seq.) concerning the number of hours per week, hours per day, and the hours of the day that children under the age of sixteen may work in, about, or in connection with, any gainful occupation. B. No child shall be employed or</p>

permitted to work for more than five hours continuously without an interval of at least thirty minutes for a lunch period, and no period of less than thirty minutes shall be deemed to interrupt a continuous period of work.

**40.1-88** A work-training certificate shall permit the employment of a child between fourteen and sixteen years of age during school hours when enrolled in a regular school work-training program pursuant to a written agreement containing the same provisions as specified in § 40.1-89.

**40.1-109** Notwithstanding the other provisions of this chapter, any child between twelve and sixteen years of age may daily engage in the occupation of distributing newspapers on regularly established routes between the hours of four o'clock ante meridian and seven o'clock post meridian, excluding the time public schools are actually in session.

**16VAC15-40-30** A. No minor under 16 years of age shall be employed, suffered, or permitted to work in any nonagricultural occupation: 1. During school hours; 2. More than 40 hours in any one week when school is not in session; 3. More than 18 hours in any one week when school is in session; 4. More than eight hours in any one day when school is not in session; 5. More than three hours in any one day when school is in session; or 6. Before 7 a.m. or after 7 p.m., except that from June 1 through Labor Day, such a minor may work until 9 p.m. B. No minor under 16 years of age shall be employed or permitted to work for more than five hours continuously without an interval of at least 30 minutes for a lunch period, and no period of less than 30 minutes shall be deemed to interrupt a continuous period of work.

**16VAC15-40-40** A. No minor under 16 years of age shall be employed, permitted or suffered to work in any occupation on farms, in gardens or in orchards during the hours that school is in session, except as provided in subsection B of this section. B. No hours of work restrictions shall apply to a minor employed by his parent or a person standing in place of his parent on farms, in gardens or in orchards owned or operated by such parent or person. C. No minor under 16 years of age shall be employed or permitted to work on farms, in gardens or in orchards for more than five hours continuously without an interval of at least 30 minutes for a lunch period, and no period of less than 30 minutes shall be deemed to interrupt a continuous period of work.

**16VAC15-40-50** This chapter does not apply whenever the Code of Virginia exempts a minor from hours-of-work limitations or provides different hours of work. These exemptions are as follows: 1. Minors employed in the following situations are exempt from hours-of-work limitations contained in 16VAC15-40-30 and 16VAC15-40-40: a. A minor under 16 years of age may be employed by his parent, or a person standing in place of his parent, in a business owned by such parent or person, except in manufacturing. b. A page or clerk for either the House of Delegates or the Senate of Virginia. c. Domestic duties in and around a minor's own home when duties are performed directly for the minor's parent or other person standing in place of the parent. d. Work performed for the state or any of its agencies, institutions, or political subdivisions, or any public body. e. Theatrical performers, provided a theatrical permit is obtained from the Department of Labor and Industry. f. Activities performed for a volunteer rescue squad. g. A minor 14 or 15 years old employed to perform sports-attending services at professional sporting events (baseball, basketball, football, soccer, tennis, etc.) as defined in 16VAC15-40-10. h. A child 12 years of age or older employed by an eleemosynary organization or unit of state or local government as a referee for sports programs sponsored by that eleemosynary, state, or local organization or by an organization of referees sponsored by an organization recognized by the United States Olympic Committee under 36 USC §220522. 2. Minors engaged in occasional work performed around the home of the employer (not in

	<p>connection with the employer's trade, business, or profession) may not work during school hours, but are otherwise exempt from the hours-of-work limitations contained in 16VAC15-40-30. 3. Minors 14 years and 15 years of age enrolled in a regular school work-training program in accordance with §§40.1-88 and 40.1-89 of the Code of Virginia may work during school hours as part of this program, but are otherwise subject to the hours-of-work limitations contained in 16VAC15-40-30 and 16VAC15-40-40. 4. Minors at least 12 years of age may deliver newspapers as early as 4 a.m., but are otherwise subject to the hours-of-work limitations contained in 16VAC15-40-30.</p>
<p><b>Washington</b></p>	<p><b>296-125-027</b> (1) During the school year: (a) Minors may work the following total of hours: (i) Minors under the age of sixteen: (A) Maximum of three hours per day on any school day preceding another school day or otherwise a maximum of eight hours per day; (B) Maximum of six days per week; and (C) Maximum of sixteen hours per week; (D) Except that no minors of this age shall work in house-to-house sales without a variance issued by the department pursuant to WAC 296-125-060(7). (ii) Sixteen- and seventeen-year-old minors: (A) Maximum of four hours per day on any school day preceding another school day or otherwise a maximum of eight hours per day; (B) Maximum of six days per week; and (C) Maximum of twenty hours per week. (b) Minors shall work during the following hours only: (i) Minors under the age of sixteen: (A) No earlier than 7:00 a.m.; (B) No later than 7:00 p.m. on any day preceding a school day; (C) No later than 9:00 p.m. on Fridays, Saturdays, and the day preceding a school holiday or vacation, provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times; and (D) Not during school hours; (E) Except that minors of this age shall not be employed in house-to-house sales without a variance issued by the department pursuant to WAC 296-125-060(7). (ii) Sixteen- and seventeen-year-old minors: (A) No earlier than 7:00 a.m.; (B) No later than 10:00 p.m. on any day preceding a school day; (C) No later than 12:00 a.m. on Fridays, Saturdays, and the day preceding a school holiday or vacation, provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times; and (D) Not during school hours, unless the minor has been excused from school attendance by the minor's school district superintendent or her or his authorized agent. (2) During school vacations: (a) Minors may work the following total of hours: (i) Minors under the age of sixteen: (A) Maximum of eight hours per day; (B) Maximum of six days per week; and (C) Maximum of forty hours per week; (D) Except that no minors of this age shall work in house-to-house sales without a variance issued by the department pursuant to WAC 296-125-060(7). (ii) Sixteen- and seventeen-year-old minors: (A) Maximum of eight hours per day; (B) Maximum of six days per week; and (C) Maximum of forty-eight hours per week. (b) Minors shall work during the following hours only: (i) Minors under the age of sixteen: (A) No earlier than 7:00 a.m.; and (B) No later than 9:00 p.m. provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times. (ii) Sixteen- and seventeen-year-old minors: (A) No earlier than 5:00 a.m.; and (B) No later than 12:00 a.m. provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times, and except no later than 9:00 p.m. for minors employed in house-to-house sales. (3) Sixteen- and seventeen-year-old minors who have been issued a certificate of educational competence pursuant to RCW 28A.305.190, are enrolled in a bona fide college program, are named on a valid certificate of marriage, or are shown as the parent on a valid certificate of birth may work as would be permitted during school vacations.</p> <p><b>49.12.300</b> (3) An employer may not employ a person sixteen or seventeen years of age in house-to-house sales after the hour of nine p.m.</p> <p><b>296-125-0285</b> (1) Since the purpose of meal periods and rest breaks is to provide rest from work, they must not be scheduled near the beginning of the work shift. (2) The</p>

	<p>following specific regulations apply to minors who are fourteen-years-old and fifteen-years-old: (a) They must not work more than four hours without being given a meal period. This meal period must be at least thirty minutes in length and be separate and distinct from, and in addition to, the rest breaks mandated by this subsection. (b) They must be given, on your business's time, a rest break of at least ten minutes for every two hours worked. (c) When they work four-hour periods, they cannot be required to work more than two hours without being given either a ten-minute rest break or a thirty-minute meal period.</p> <p><b>296-125-0287</b> (1) The following regulations apply to meal periods for minors who are sixteen-years-old and seventeen-years-old: (a) They must be allowed meal periods of at least thirty minutes in length. (b) Their meal periods must start no less than two hours but no more than five hours from the beginning of their work shift. (c) They must not be required to work more than five consecutive hours without a meal period. (2) The following regulations apply to rest periods for your minors who are sixteen-years-old and seventeen-years-old: (a) They must be allowed a rest period of not less than ten minutes, on your time, for each four hours worked. (b) Their rest periods must be scheduled as near as possible to the midpoint of the work period. (c) They must receive a rest period at least every three hours.</p>
<b>West Virginia</b>	<p><b>21-6-7</b> (a) No child under the age of sixteen who is employed or permitted to work in accordance with the provisions of this article shall work: (1) During school hours, except as provided in work experience and career exploration programs approved by the United States Secretary of Labor; (2) Before seven o'clock antemeridian or after seven o'clock postmeridian: Provided, That a child under the age of sixteen may work until nine o'clock postmeridian from the first day of June through Labor Day; (3) More than three hours per day, on days in which public schools are in session; (4) More than eighteen hours per week, in weeks in which public schools are in session; (5) More than eight hours, on days in which public schools are not in session; (6) More than forty hours per week, in weeks in which public schools are not in session; or (7) More than five hours continuously without an interval of at least thirty minutes for a lunch period. (b) The provisions of subsection (a) of this section do not apply to children under sixteen performing the jobs set out in section one of this article.</p>
<b>Wisconsin</b>	<p><b>103.65</b> (2) No minor shall be employed or permitted to work at any employment for such hours of the day or week, or such days of the week, or at such periods of the day as shall be dangerous or prejudicial to the life, health, safety or welfare of such minor.</p> <p><b>103.67</b> (1) A minor 14 to 18 years of age may not be employed or permitted to work in any gainful occupation during the hours that the minor is required to attend school under s. 118.15 unless the minor has completed high school, except that any minor may be employed in a public exhibition as provided in s. 103.78 and a minor 16 years of age or over may be employed as an election inspector as provided in s. 7.30 (2) (am).</p> <p><b>10.68</b> Except as the department may from time to time issue orders as provided under s. 103.66 (2) regulating the hours of employment of minors, the following schedule of hours shall be deemed to be necessary to protect minors from employment dangerous or prejudicial to their life, health, safety, or welfare and shall apply to minors of the ages specified therein: (1) No minor shall be employed or permitted to work at any gainful occupation other than domestic service, farm labor, or service as an election inspector under s. 7.30 (2) (am) for more than 8 hours in any one day nor more than 40 hours nor more than 6 days in any one week, nor during such hours as the minor is required under s. 118.15 to attend school. (2) No minor under 16 shall be employed or permitted to work in any gainful occupation other than domestic service or farm labor more than 24 hours in any one week, nor, except in domestic service, farm labor, or in public exhibitions as defined in s. 103.78, or in street trades as defined in s. 103.21, before 7 a.m. nor after 6</p>

p.m. (3) At least 30 minutes shall be allowed for each meal period which shall commence reasonably close to 6 a.m., 12 noon, 6 p.m. or 12 midnight or approximately midway of any work period or at such other times as deemed reasonable by the department. No minor under age 18 shall be employed or permitted to work more than 6 consecutive hours without a meal period.

**WAC 270.04** 1) GENERAL No minor shall be employed or permitted to work in any gainful occupation during the hours he is required to attend school as defined in s. 118.15, Stats., except for those students participating in an approved high school or vocational school work training or work experience program for which proper scholastic credit is given.

**WAC 270** Section 103.68, Stats., is modified as provided under s. 103.66, Stats., regulating the hours of employment of minors in gainful occupations other than domestic service. The following schedule of hours shall be deemed to be necessary to protect minors from employment dangerous or prejudicial to their life, health, safety, or welfare. (1) (a) Minors 12 and 13 years of age may be employed in agricultural pursuits, domestic employment, school lunch programs, caddies on a golf course and for parent or week, except in street trades; 4 hours per day, except 8 hours per day on the last school day of the week and other non-school days, 18 hours per calendar week, while their respective school is in session, or 24 hours per calendar week while their respective school is in session less than 5 days per week, 8 hours per day or 40 hours per calendar week during the weeks they are not required to attend school on any day of the calendar week. (b) Minors 14 and 15 years of age may be employed not more than 6 days per week, except in street trades and agriculture; 4 hours per day except 8 hours per day on the last school day of the week and other non-school days, 18 hours per calendar week, while their respective school is in session, or 24 hours per calendar week while their respective school is in session less than 5 days per week, 8 hours per day or 40 hours per calendar week during the weeks they are not required to attend school on any day of the calendar week. (c) Minors 16 and 17 years of age may be employed not more than 6 days per week, except in street trades, agriculture, and canning and freezing establishments, and as station captains or delivery clerk incidental to street trades; 5 hours per day except 8 hours per day on the last school day of the week and other non-school days, 26 hours per calendar week while their respective school is in session, or 32 hours per calendar week while their respective school is in session less than 5 days per week. (d) Minors 16 and 17 may be employed in excess of the permitted hours of labor per day and per week in weeks when they are not required to attend school provided the employer pays overtime as provided under the employer's pay plan to other workers, but in no case shall the payment be less than time and one-half their regular rate of pay for all overtime hours worked over 10 hours per day or over 40 hours per week whichever is greater, but in no case may minors 16 and 17 years of age be employed more than 50 hours per week. This exception shall not be interpreted to permit a minor to work more than 8 hours per day on Saturday, Sunday or other days during the week when the minor is required to attend school on any day of that week. (e) Florists may employ minors 16 and 17 years of age in excess of the permitted hours of labor per day and per week on a voluntary basis during the 3-day period prior to Valentine's Day, Easter, Mother's Day, Memorial Day, and Christmas. During these peak periods, time and one-half the regular rate of pay must be paid for all overtime hours worked per day or per week whichever is greater as follows: 1. To minors 16 and 17 years of age working over 8 hours a day, 40 hours a week during the hours they are not required to attend school when their respective school is in session. 2. This does not exempt florists employing minors under this order from complying with the time-of-day restriction specified in sub. (2). (f) Minors 14 through 17 years of age may be employed in agricultural pursuits in excess of the permitted hours of labor per week during peak periods. During these peak periods, time and one-half the regular rate of pay must be paid for all over-time hours worked over 50 hours per week. Minors 14 through 17 years of age

may work over the permitted hours of labor of 50 hours a week during the hours they are not required to attend school when their school is in session. (g) In court ordered restitution or community services programs, minors 12 or 13 years of age may be employed or perform any duties under circumstances in which a minor 14 or 15 years of age is permitted to be employed or permitted to work as provided under ss. DWD 270.05 and 270.06. (h) Hours worked as part of a work experience program during school hours will not count as part of the total permitted hours of work per day or per week.

**WAC 271.04** No minor under 16 years of age shall be employed or permitted to work at any street trade more than 6 days per week except for the delivery of newspapers; 4 hours per day, except 8 hours per day on Fridays, Saturdays, Sundays and other non-school days, 18 hours per calendar week while their respective school is in session, or 24 hours per calendar week while their respective school is in session less than 5 days per week or 40 hours per week during non-school weeks, nor before 7:00 a.m. except for the delivery of newspapers 5:00 a.m., nor after 8:00 p.m. on days preceding school days and not later than 9:00 p.m. on days not preceding school days. 3) No minors 16 or 17 years of age shall be employed or permitted to work at any street trade more than 6 days per week except for the delivery of newspapers; 4 hours per day, except 8 hours per day on Fridays, Saturdays, Sundays and other non-school days, 26 hours per calendar week while their respective school is in session, or 32 hours per calendar week while their respective school is in session less than 5 days per week, nor before 6:00 a.m., except for the delivery of newspapers 5:00 a.m., nor after 9:00 p.m. on days preceding school days and not later than 11:00 p.m. on days not preceding school days. Hours worked as part of a work experience program during school hours will not count as part of the total permitted hours of work per day or per week. Minors 16 and 17 may be employed in excess of the permitted hours of labor per day and per week in weeks when they are not required to attend school provided the employer pays overtime as provided under the employer's pay plan to other workers, but in no case shall the payment be less than time and one-half their regular rate of pay for all overtime hours worked over 10 hours per day or over 40 hours per week whichever is greater, but in no case may minors 16 and 17 years of age be employed more than 50 hours per week. This exception shall not be interpreted to permit a minor to work more than 8 hours per day on Saturday, Sunday or other days during the week when the minor is required to attend school on any day of that week. Minors 16 and 17 years of age, who are high school graduates or exempt from school attendance as defined in s. 118.15, Stats., may be employed the same daily and weekly hours and time of day as adults.

**WAC 270.12** Section 103.68, Stats., and s. DWD 270.05 are modified as provided under s. 103.66, Stats., regulating the hours of employment of minors 16 and 17 years of age, including married minors, and other minors exempt from school attendance, in canning and freezing establishments during the season of actual first processing of perishable fruits and vegetables as follows: (1) Minors 16 and 17 years of age shall not be required nor permitted to work more than 9 hours in any day nor more than 54 hours in any week, except: (a) On not more than 18 weeks during the season, canning and freezing establishments may employ any individual minor 16 or 17 years of age more than 9 hours in any day and more than 54 hours in any week and more than 6 days per week but not more than 60 hours per week for 14 weeks and not more than 70 hours for 4 weeks providing that such employment shall not result in any undue hazard to his or her health and that each employee is paid not less than 1 1/2 times his or her regular rate of pay for hours worked over 40 hours per week. Minors 16 and 17 years of age employed under the provisions of par. (a). (2) Each 16 and 17 year old minor shall be given a period of rest of at least 7 consecutive hours from the ending of work on any day to the beginning of work or the beginning of school the next day. (3) At least 30 minutes shall be allowed for each meal period reasonably close to the usual meal period time; namely, 6:00 a.m., 12:00 noon, 6:00 p.m., 12:00 midnight or near the middle of a shift. In no case shall a minor be

	employed or permitted to work more than 6 consecutive hours without a meal period.
<b>Wyoming</b>	<p><b>27-6-110</b> (a) No child under sixteen (16) years of age shall be employed, permitted or suffered to work at any gainful occupation except farm or domestic service, for more than eight (8) hours in any twelve (12) hour period, or before the hour of five (5:00) o'clock a.m. or after the hour of ten (10:00) o'clock p.m. on nights followed by a school day, or after the hour of twelve (12:00) midnight on days which are not followed by a school day. (b) Provided however that children between the ages of fourteen (14) and sixteen (16) years who are not enrolled in school may be employed at any gainful occupation for an eight (8) hour period between the hours of five (5:00) a.m. and twelve (12:00) midnight of any one (1) day.</p> <p><b>27-6-111</b> No child under the age of sixteen (16) who is enrolled in any private or public school in the state of Wyoming shall be employed, permitted, or suffered to work at any occupation or service during the time that the classes of said school in which the said child is enrolled are in session.</p>