

CHILD LABOR LAWS

Guidelines for Employing Minors

United States Department of Labor
 Employment Standards Administration
 Wage and Hour Division
 Detroit – 313/226-7447
 Grand Rapids – 616/456-2004

Michigan Department of Consumer &
 Industry Services
 Bureau of Safety and Regulations
 Wage and Hour Division
 517/322-1825

This document provides some general guidelines to Federal and State child labor laws in non-agricultural employment. In cases where both Federal and State laws are applicable, the business must observe the higher, more stringent standard. For more information on the Fair Labor Standards Act of 1938, please contact the U.S. Department of Labor, Wage and Hour Division. For information on the Michigan Youth Employment Standards Act of 1978, please contact the Michigan Department of Consumer Industry Services, Wage and Hour Division.

AGE	FEDERAL REQUIREMENTS	STATE REQUIREMENTS	STRICTER
14 and 15 years old	May be employed between the hours of 7 am and 7 pm between Labor Day and June 1. Minor shall not be employed more than 3 hours on school days and not more than 8 hours on non-school days or when school is not in session. During the period of June 1 to Labor Day, minor may be employed until 9 pm.	May be employed between the hours of 7 am and 9 pm. Minor shall not be employed during school hours. Minor shall not work more than a weekly average of 8 hours a day, nor more than 10 hours in any day.	Federal
	Minor may not be employed more than 18 hours a week while school is in session. Minor may not be employed more than 40 hours in non-school weeks.	Combined school and work week shall not exceed more than 48 hours. Minor may not be employed more than 48 hours in non-school weeks.	Federal
	No Federal Standard.	Minor shall not work more than 6 days in any week.	State
16 and 17 years old	No hours restrictions.	Minor may be employed between the hours of 6 am and 10:30 pm. Minor may work until 11:30 pm during school vacation periods. Shall not work more than a weekly average of 8 hours a day, nor more than 10 hours in any day.	State
	No work week restrictions.	Combined school and workweek shall not exceed 48 hours. Minor shall not be employed more than 48 hours a week when school is not in session.	State
	No Federal Standard.	Minor shall not work more than 6 days in any week.	
Meal/Rest Periods	No meal/rest period requirements.	Minor shall not be employed for more than 5 hours continuously without an interval of at least 30 consecutive minutes for a meal/rest period.	State
Adult Supervision	No adult supervision requirements.	Minor shall not be employed unless the employer or an employee who is 18 years of age or older provides supervision. The adult supervisor must be present at all times for the employment of a minor at a fixed site in an occupation that involves cash transactions after sunset or 8 pm, whichever is earlier.	State
Work Permits	No work permit requirement. Proof of age is required.	Minor shall not be employed until the person proposing to employ the minor procures from the minor and keeps on file at the place of employment a copy of 1) work permit, or 2) a written training agreement between the employer and the school the minor attends, OR proof of: 1) emancipation, 2) completion of graduation for minors 16-17 years old, 3) proof of passing the G.E.D. for 17 year olds, or 4) Department approval letter for performing arts.	State

RESTRICTED OCCUPATIONS FOR MINORS – 14/15 AND 16/17

APPLICATION OF FEDERAL AND STATE REGULATIONS

OCCUPATION <small>'X' MEANS RESTRICTED OCCUPATION *DEVIATIONS MAY BE AVAILABLE</small>	FEDERAL		STATE		HIGHER STANDARD
	14/15	16/17	14/15	16/17	
Alcoholic Beverages			X	X	State
Communications & Public Utilities	X				Federal
Confined Spaces			X		State
Construction Operations *	X	X	X	X*	Federal
Cooking and Baking	X				Federal
Extinguishment of Fires			X	X	State
Food Slicers, Grinders, Choppers & Cutters *	X	X*	X	X	Federal
Freezers and Coolers	X		X	X	State
Hazardous Substances:					
• Clay Construction Products	X	X	X	X	Federal
• Explosives	X	X	X	X	
• Radioactive Substances	X	X	X	X	
• Self-Luminous/Silica Refractory Products	X	X	X	X	
• Substances Marked 'Danger'*	X		X	X*	State
Hoisting Apparatus: Crane, Elevator, Lifts	X	X	X	X	Federal
• Working under hoists, Jacks, Blocks, and Hydraulic Power Systems	X		X		
• Power industrial trucks	X	X	X	X	
Ladders & Scaffolding	X		X		Federal
Load/Unload Goods	X				Federal
Logging & Sawmills *	X	X	X	X*	Federal
Manufacturing	X				Federal
Mines and Quarries	X	X	X	X	Federal
Motor Vehicles – driving *	X	X*	X	X	Federal
Ore Reduction, Casting	X		X	X	Federal
Metals					
Power Driven:					
• Bakery Machines	X	X	X	X	Federal
• Earth Moving Equipment and trenchers *	X	X*	X	X	
• Lawn Mowers & Cutters	X		X		
• Meat Processing Machines*	X	X*	X	X	
• Metal Forming Machines*	X	X*	X	X*	
• Paper Product Machines *	X	X*	X	X*	
• Saws	X	X	X	X	
• Tractors	X	X	X	X	
• Woodworking Machines *	X	X*	X	X*	
Public Messenger Service	X				Federal
Respiratory Equipment			X	X	State
Roofing *	X	X*	X	X*	Federal
Slaughtering, Meat Packing and Tanning *	X	X*	X	X	Federal
Transportation of Persons or Property *	X	X*	X	X	Federal
Warehouse and Storage	X				Federal
Welding, Heat Treating, Brazing and Soldering	X		X		Federal
Wrecking and Demolition	X	X	X	X	Federal

THIS GUIDE IS INTENDED FOR GENERAL INFORMATION ONLY. PLEASE CONTACT THE FEDERAL OR STATE WAGE AND HOUR DIVISION FOR MORE DETAILED INFORMATION.