

# Youth Employment Laws Guidelines for Employing Minors

**United States Department of Labor**  
 Employment Standards Administration  
 Wage and Hour Division  
 Toll Free: 1-866-4US-WAGE www.wagehour.dol.gov  
 Detroit: 313-226-7447 • Grand Rapids: 616-456-2004

**Michigan Department of Labor &  
 Economic Growth**  
 Wage & Hour Division  
 www.michigan.gov/wagehour  
 Lansing: 517-335-0400

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, please contact the U.S. Department of Labor, Wage and Hour Division. For more information on the Michigan Youth Employment Standards Act, please contact the Michigan Department of Labor & Economic Growth, Wage & Hour Division.

| AGE                 | FEDERAL REQUIREMENTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | STATE REQUIREMENTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | STRICTER                                                                                 |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| 14 and 15 years old | <p>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.</p> <p>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.</p> <p>No Federal Standard.</p> | <p>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.</p> <p>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.</p> <p>Minor shall not work more than 6 days in any week.</p>                                                                                                                                       | <p>Federal</p> <p>Federal, unless school is more than 30 hours per week</p> <p>State</p> |
| 16 and 17 years old | <p>No hours restrictions.</p> <p>No work week restrictions.</p> <p>No Federal Standard.</p>                                                                                                                                                                                                                                                                                                                                                                                                          | <p>Minor may be employed between the hours of 6 am and 10:30 pm Sunday through Thursday and until 11:30 pm on Fridays and Saturdays. Minor may work until 11:30 pm during school vacation periods at least 7 calendar days in length. Minor shall not work more than a weekly average of 8 hours a day, nor more than 10 hours in any day.</p> <p>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.</p> <p>Minor shall not work more than 6 days in any week.</p> | <p>State</p> <p>State</p> <p>State</p>                                                   |
| Meal/Rest Periods   | <p>No meal/rest period requirements.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>Minor shall not be employed for more than 5 hours continuously without a documented interval of at least 30 consecutive minutes for a meal/rest period.</p>                                                                                                                                                                                                                                                                                                                                                                                               | <p>State</p>                                                                             |
| Adult Supervision   | <p>No adult supervision requirements.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>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.</p>                                                                                                                                                                                                                                     | <p>State</p>                                                                             |
| Work Permits        | <p>No work permit requirement. Record of date of birth is required.</p>                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>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) approved performing arts authorization.</p>                                                                                              | <p>State</p>                                                                             |

THIS DOCUMENT MAY BE REPRODUCED. IT CONTAINS GENERAL INFORMATION ONLY AND DOES NOT CARRY THE EFFECT OF LAW.  
 PLEASE CONTACT THE FEDERAL OR STATE WAGE AND HOUR DIVISION FOR MORE DETAILED INFORMATION.  
 THIS INFORMATION IS BELIEVED ACCURATE AS OF 10/15/07

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

## OCCUPATIONS THAT ARE RESTRICTED UNDER FEDERAL AND STATE RULES

| Occupation<br>'X' Means restricted occupation                     | 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           |
| 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     |       | Federal         |
| 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:                                               |         |       |       |       |                 |
| • Operating Crane, Freight Elevator *                             | X       | X*    | X     | X     | Federal         |
| • Operating highlift or forklift truck                            | X       | X     | X     | X     |                 |
| • Working under Hoists, Jacks, Blocks, or Hydraulic Power Systems | 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 Metals                                     | X       |       | X     |       | Federal         |
| 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     |       |                 |
| • Woodworking Machines *                                          | X       | X*    | X     | X     |                 |
| Public Messenger Service                                          | X       |       |       |       | Federal         |
| Respiratory Equipment                                             |         |       | X     | X     | State           |
| Roofing & all work on or about a roof *                           | X       | X*    | X     | X     | Federal         |
| Slaughtering, Meat Packing *                                      | 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         |

\* CERTAIN VERY LIMITED EXEMPTIONS MAY BE AVAILABLE. THIS GUIDE IS INTENDED FOR GENERAL INFORMATION ONLY.  
PLEASE CONTACT THE FEDERAL OR STATE WAGE AND HOUR DIVISION FOR MORE DETAILED INFORMATION.  
THIS INFORMATION IS BELIEVED ACCURATE AS OF 10/15/07.