

STUDENT LABOR LAWS

by Jack McGaughnea, Northeast HR for Hire

With summer almost over, now is a very good time for us to acquaint ourselves with the allowed hours of work for minors under New York State Labor Law. Common questions surrounding the Fair Labor Standards Act and their corresponding answers are provided below.

When are these requirements in effect?

These requirements are only in effect between June 1st and Labor Day.

Are working papers required for minors?

Yes, working papers are generally required for any employee under the age of eighteen.

School isn't in session. Are minors able to work extended hours?

Yes, when school isn't in session, minors are legally able to work extended hours.

How many hours can 14 or 15-year-old minors work each day and/or week?

They may work up to eight hours each day to a maximum of 40 hours a week.

Is there a restriction to 14 or 15-year-old's start and end times?

They may only work between the hours of 7 am and 9 pm.

What types of work are off limits for minors under 16 years old?

Minors of this age may hold jobs in non-manufacturing, non-mining and non-hazardous environments. Although they

may not work in factory operations areas, they're allowed to work in factory offices.

Can minors under 14 years old legally work in any job?

In certain situations, minors under 14 may work legally. Farms may employ minors of 12 or 13 years old with parental consent. They may be younger if the farm is owned and operated by their parents. Minors of any age are permitted to deliver newspapers or work in street trades such as radio, television, film, recording or stage performance with parental consent.

How many hours can 16 or 17-year-old minors work each day and/or week?

Minors who are 16 and 17 years old are also permitted to work eight hours a day but may work a maximum of 48 hours each week.

Is there a restriction to 14 or 15-year-old's start and end times?

These older minors are allowed to work between the hours of 6 am and midnight.

When is school not considered to be in session?

School isn't considered to be "in session" when it has been closed for a minimum of one full week.

Do different guidelines apply when school is in session?

When school is in session certain hourly restrictions come into effect surrounding the minors' ability to work. These restrictions are designed to allow the minors to focus on their schooling.

When school is in session, how many hours can 14 or 15-year-old minors work each day and/or week?

Minors 14 and 15 years old are permitted under the law to work three hours Monday through Friday and eight hours on Saturdays, Sundays and holidays. They may not work more than 18 hours a week.

When school is in session, is there a restriction to 14 or 15-year-old's start and end times?

Their shifts may start no earlier than 7 am or continue later than 7 pm.

When school is in session, how many hours can 16 or 17-year-old minors work each day and/or week?

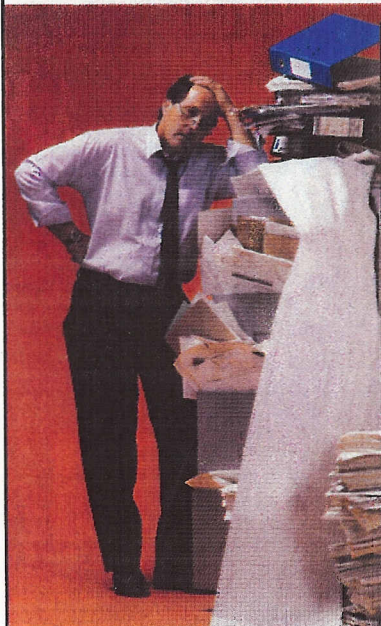
Minors 16 and 17 years old are allowed to work four hours Monday through Thursday and eight hours Friday, Saturday, Sunday and holidays. They may not work more than 28 hours a week.

When school is in session, is there a restriction to 16 or 17-year-old's start and end times?

Their shifts may start no earlier than 6 am or continue later than 10 pm. □

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