

GENERAL REQUIREMENTS FOR THE EMPLOYMENT OF MINORS

1978 Public Act 90
The Youth Employment Standards Act

MINIMUM AGE

The minimum age for employment of minors is 14 years, except that a minor 11 years of age or older may be employed as a golf caddy, bridge "caddy" or sports referee and a minor 13 years of age or older may be employed in certain agricultural service operations or as a trap setter. The department may approve exceptions for minors employed by performing arts organizations.

WORK PERMITS

A minor shall not be employed in an occupation regulated by this act until the person proposing to employ the minor procures from the minor and keeps on file at the place of employment a copy of a 1)work permit, or a written training agreement between the employer and the school the minor attends, OR proof of; 2) emancipation, 3)completion of graduation for minors 16-17 year old, or 4)proof of passing the G.E.D. for 17 year old minors. Note: Items 2 - 4 exempt the employer from all other requirements of the act.

SAFETY

A minor shall not be employed in, about, or in connection with an occupation which is hazardous or injurious to the minor's health or personal well-being or which is contrary to standards established pursuant to this act. See Wage & Hour Division publication "Restricted Occupations".

ADULT SUPERVISION

A minor shall not be employed unless the employer or an employee who is 18 years of age or older provides supervision. The same requirement exists for the employment of a minor at a fixed site in an occupation that involves cash transactions after sunset or 8 p.m., whichever is earlier, however a violation of that provision carries a more severe penalty.

LEGAL HOURS

A minor under 16 years of age shall not be employed between the hours of 9 p.m. and 7 a.m. A minor 16-17 years of age shall not be employed between the hours of 10:30 p.m. and 6:00 a.m. when school is in session and not between the hours of 11:30 p.m. and 6:00 a.m. during school vacation periods. Minors shall not be employed for more than 6 days in a week, nor for a period longer than a weekly average of 8 hours per day or 48 hours in 1 week, 48 hours school and work combined when school is in session, nor for more than 10 hours in a day.

Special hours may apply to agricultural processors or corn detassellers.

MEAL/REST PERIOD

A 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. An interval of less than 30 minutes shall not be considered to interrupt a continuous period of work.

EXEMPTIONS

Employment under the following conditions is exempt from the provisions of this act:

- employment by a business owned and operated by the minor's parent or legal guardian
- distribution or sale of newspapers, magazines, periodicals, political or advertising matter
- performance of domestic chores at private residences
- employment involving a written agreement or contract between the employer and school
- farm work involving production of crops or the raising of livestock

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