

**POSTING REQUIREMENT, YOUTH EMPLOYMENT STANDARDS ACT**  
**1978 PA 90, MCL 409.101 ET SEQ.**  
**MICHIGAN DEPARTMENT OF CONSUMER & INDUSTRY SERVICES**  
**WAGE AND HOUR DIVISION**  
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**409.110 Minor under 16 years; days and hours of employment.**

Sec. 10. 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.

**409.111 Minor 16 years and over; days and hours of employment; employment in agricultural processing.**

Sec. 11. (1). Except as provided in subsection (3), a minor 16 years of age or older shall not be employed in an occupation subject to this act for more than any of the following periods:

- (a) Six days in 1 week.
- (b) A period longer than a weekly average of 8 hours per day or 48 hours in 1 week.
- (c) Ten hours in 1 day.
- (d) For a minor 16 years of age or older who is a student in school, a combined school and work week of 48 hours during the period school is in session.

(2) Except as provided in subsection (3), a minor 16 years of age or older shall not be employed between 10:30 p.m. and 6:00 a.m. However, except as provided in subsection (3), a minor 16 years of age or older who is a student in school may be employed until 11:30 p.m. during school vacation periods or when the minor is not regularly enrolled in school.

(3) A minor 16 years of age or older may be employed 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, for not more than 6 weeks, and for the remaining weeks not more than 48 hours per week in a calendar year.
- (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.

History: Am. 1977 PA 499, Jan 9, 1997, Imd. Eff., 1995, Act 251, Eff. Mar. 28, 1996.

**409.112 Meal and rest period.**

Sec. 12. 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.