

## Child Labor Working Hours Chart (State-by-State)

When employing minors, there are certain restrictions on the hours during which minors may work. The following chart may be referenced to determine under which circumstances, if any, a minor's working hours are restricted. Please note, this chart does not cover exceptions for specific industries such as the entertainment industry, or other topics related to child labor such as prohibited and permitted occupations, work certificates, or meal and rest break requirements.

**Note:** An employer must comply with both state and federal child labor laws, except in rare circumstances in which either the employer is not covered by the federal Fair Labor Standards Act (FLSA), or the minor is exempt from the FLSA but not from state child labor laws. If there is a conflict between the requirements of the state and federal laws, an employer must comply with the requirements that are most favorable to the employee.

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
<b>Federal - Fair Labor Standards Act</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>Summer Vacation</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School in session</u> <p>No more than:</p> <ul style="list-style-type: none"> <li>3 hours per day on a school day and</li> <li>8 hours per day on a non-school day.</li> </ul> <u>Summer Vacation</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Not during school hours and</li> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>Summer Vacation</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Alabama</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week or 6 days per week.</li> </ul> <u>Summer Vacation</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week or 6 days per week.</li> </ul>	<u>School in session</u> <p>No more than:</p> <ul style="list-style-type: none"> <li>3 hours per day on a school day and</li> <li>8 hours per day on a non-school day.</li> </ul> <u>Summer Vacation</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Not during school hours and</li> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>Summer Vacation</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 18	No restrictions.	No restrictions.	<u>School in session</u> <ul style="list-style-type: none"> <li>Not between 10:00 p.m. and 5:00 a.m. on any night preceding a school day.</li> </ul>
<b>Alaska</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 23 hours/week (outside of school hours), or 6 days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week or 6 days per week.</li> </ul>	No more than a combined total of 9 hours school attendance and employment a day.	Only between 5:00 a.m. and 9:00 p.m. (whether or not school is in session).  <b>NOTE:</b> Exceptions for domestic work and babysitting.
	16 to 17	No more than 6 days per week.	No restrictions.	<b>NOTE:</b> Requirements may be waived by the Commissioner of the Alaska Department of Labor

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions and Workforce Development under certain conditions.
<b>Arizona</b>	Younger than 16	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Not during school hours and</li> <li>Not between 9:30 p.m. and 6:00 a.m. on a day preceding a school day.</li> <li>Not between 11:00 p.m. and 6:00 a.m. on other days.</li> </ul> <p><b>NOTE:</b> Minors employed for door-to-door solicitation or sales may not work past 7:00 p.m.</p>
<b>Arkansas</b>	14 to 15	No more than 6 days or 48 hours/week.	No more than 8 hours per day.	<ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 7:00 p.m. on days preceding days when school is in session.</li> <li>Only between 6:00 a.m. and 9:00 p.m. on days preceding days when school is not in session.</li> </ul>
	16	No more than 6 days or 54 hours/week.	No more than 10 consecutive hours per day or per 24-hour period.	<ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 11:00 p.m., except on nights preceding non-school days.</li> </ul>
<b>California</b>  <b>NOTE: Minor must have completed seventh grade to work while school is in session.</b>	12 to 13	<u>School in session</u> <ul style="list-style-type: none"> <li>Prohibited from working.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Prohibited from working.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<p>May only be employed during school holidays and vacations, including weekends.</p> <p>May not be employed during or after a school day.</p>
	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<p><u>Labor Day to June 1<sup>st</sup></u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <p><u>June 1<sup>st</sup> to Labor Day</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	No more than 48 hours/week.	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than <ul style="list-style-type: none"> <li>4 hours per school day, and</li> <li>8 hours per non-school day or day preceding a non-school day.</li> </ul> </li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 5:00 a.m. and 10:00 p.m. on days preceding days when school is in session.</li> <li>Only between 5:00 a.m. and 12:30 a.m. on days preceding days when school is not in session.</li> </ul> <p><b>NOTE:</b> Minors employed as messengers are restricted to between 6:00 a.m. and 9:00 p.m.</p>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
<b>Colorado</b>	Younger than 16	No more than 40 hours/week.	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 6 hours per day unless next day is not a school day.</li> </ul> <u>School is not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours in a 24-hour period.</li> </ul>	<ul style="list-style-type: none"> <li>Not during school hours – UNLESS permitted by a school release permit.</li> <li>Only between 5:00 a.m. and 9:30 p.m., except for babysitters, actors, models, and performers or if the next day is not a school day.</li> </ul>
	16 to 17	No more than 40 hours/week.	<ul style="list-style-type: none"> <li>No more than 8 hours in a 24-hour period.</li> </ul>	<ul style="list-style-type: none"> <li>No restrictions.</li> </ul>
<b>Connecticut</b>	14 to 15 (Caddies)	Only during School Vacation (school out for 5+ consecutive days) and no more than 40 hours/week.	<ul style="list-style-type: none"> <li>No more than 8 hours/day.</li> </ul>	<u>Labor Day to June 1<sup>st</sup></u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> June 1 <sup>st</sup> to Labor Day <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	15 (Retail food stores as baggers, cashiers, or stock clerks)	<ul style="list-style-type: none"> <li>Only during School Vacation (school out for 5+ consecutive days) and no more than 40 hours/week; or</li> <li>Any Saturday.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 8 hours/day.</li> </ul>	<u>Labor Day to June 1<sup>st</sup></u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1<sup>st</sup> to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17 (Manufacturing, mechanical or mercantile establishments)	<u>For minors attending school:</u> <u>School in session</u> <ul style="list-style-type: none"> <li>No more than 32 hours or 6 days/week</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours or 6 days/week.</li> </ul> <u>For minors not attending school:</u> <ul style="list-style-type: none"> <li>No more than 48 hours or 6 days/week.</li> </ul>	<u>For minors attending school:</u> <ul style="list-style-type: none"> <li>No more than 6 hours per any regularly scheduled school day unless the regularly scheduled school day immediately precedes a non-school day, and</li> <li>No more than 8 hours per any other day.</li> </ul> <u>For minors not attending school:</u> <ul style="list-style-type: none"> <li>No more than 8 hours/day working in a retail or mercantile establishment.</li> <li>No more than 9 hours/day working in any other establishment.</li> </ul>	<u>For minors attending school:</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 10:00 p.m. on days that precede a school day and</li> <li>Only between 6:00 a.m. and 11:00 p.m. (or 12:00 p.m. for minors working in supermarkets) on days that do not precede a school day.</li> </ul> <u>For minors not regularly attending school:</u> Only between 6:00 a.m. and 11:00 p.m.
	16 to 17 (Restaurant, cafe, dining room, or amusement or recreational establishment)	<u>For minors not attending school:</u> <ul style="list-style-type: none"> <li>No more than 48 hours or 6 days/week.</li> </ul>	<u>For minors not attending school:</u> <ul style="list-style-type: none"> <li>No more than 8 hours/day working in a retail or mercantile establishment.</li> <li>No more than 9 hours/day working in any other establishment.</li> </ul>	<u>For minors attending school</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 11:00 p.m. on days that precede a school day, and</li> <li>Only between 6:00 a.m. and 12:00 p.m. during school vacation or during days that do not precede a school day.</li> </ul> <u>For minors not regularly attending school</u>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
				Only between 6:00 a.m. and 12:00 p.m.
	16 to 17 (Barber shop, hairdressing or manicuring establishment, bowling alley, shoe-shining establishment, billiard or pool room or photograph gallery)	<p>School in session</p> <ul style="list-style-type: none"> <li>No more than 32 hours or 6 days per week.</li> </ul> <p>School not in session</p> <ul style="list-style-type: none"> <li>No more than 48 hours and/or six days per week.</li> </ul>	No more than 8 hours per day.	Only between 6:00 a.m. and 10:00 p.m.
Delaware	14 to 15	<p><u>School in session for 5 days</u></p> <ul style="list-style-type: none"> <li>No more than 18 hours or 6 days per week.</li> </ul> <p><u>School not in session</u></p> <ul style="list-style-type: none"> <li>No more than 40 hours/week or 6 days per week.</li> </ul> <p><b>NOTE:</b> The hours worked by a minor enrolled in a work-study or student-learner program when school is normally in session do not count against these limits.</p>	<p><u>School in session for 5 days</u></p> <ul style="list-style-type: none"> <li>No more than 4 hours per day;</li> <li>No more than 12 combined hours of work and school per day; and</li> <li>Must have at least 8 consecutive hours of non-work, non-school time each 24-hour day.</li> </ul> <p><u>School not in session for</u></p> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<p><u>Labor Day to June 1st</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <p><u>June 1st to Labor Day</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	No restrictions	<p>School in session for 5 days</p> <ul style="list-style-type: none"> <li>No more than 12 combined hours of work and school per day</li> <li>Must have at least 8 consecutive hours of non-work, non-school time each 24-hour day.</li> </ul>	No restrictions.
District of Columbia	15 to 18	No more than 6 consecutive days and or 48 hours in any one week.	No more than 8 hours per day.	<p><u>Labor Day to June 1st</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <p><u>June 1st to Labor Day</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
Florida	15 or younger	<p><u>School in session</u></p> <ul style="list-style-type: none"> <li>No more than 15 hours or 6 consecutive days per week.</li> </ul> <p><u>School not in session</u></p>	<p><u>School in session</u></p> <ul style="list-style-type: none"> <li>No more than 3 hours per day on any school day unless there is no school the following day or unless the minor is enrolled in a career education</li> </ul>	<p><u>School in session</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m. when school is scheduled the following day.</li> </ul> <p><u>School not in session</u></p>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
		<ul style="list-style-type: none"> <li>No more than 40 hours or 6 consecutive days per week.</li> </ul>	program. <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 30 hours or 6 consecutive days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 6 consecutive days per week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 8 hours per day when school is scheduled the following day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 6:30 a.m. and 11:00 p.m. when school is scheduled the following day.</li> <li>Not during school hours unless the minor is enrolled in a career education program.</li> </ul>
Georgia	15 or younger	<ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	School Days <ul style="list-style-type: none"> <li>No more than 4 hours per day.</li> </ul> Non-School Days <ul style="list-style-type: none"> <li>No more than 8 hours per day</li> </ul>	<ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 9:00 p.m.</li> <li>Not when public or private schools are in session unless the minor has completed senior high school or has been excused from attendance.</li> <li>Minors may sell or deliver newspapers in residential areas between 5:00am and 9:00pm</li> </ul>
Hawaii	10 to 14 (Coffee harvesting)	<ul style="list-style-type: none"> <li>No more than 30 hours or 5 consecutive days per week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 6 hours per day.</li> </ul>	Only between 6:00 a.m. to 6:00 p.m. and only during hours when the minor is not legally required to attend school or is excused by school authorities from attending school.
	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours or 6 consecutive days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours or 6 consecutive days per week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 3 hours per school day.</li> <li>No more than 8 hours per non-school day.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> <li>Only during hours when the minor is not legally required to attend school or is excused by school authorities from attending school.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 9:00 p.m.</li> </ul>
	15 (Pineapple harvesting)	<ul style="list-style-type: none"> <li>No more than 48 hours/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	June 1st to the day before Labor Day <ul style="list-style-type: none"> <li>Not between 12:30 a.m. and 6:00 a.m.</li> </ul>
	16 to 17	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>Only during hours when the minor is not legally required to attend school or is excused by school authorities from attending school.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
Idaho	13 and younger	<ul style="list-style-type: none"> <li>No more than 54 hours/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 9 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Not during school hours if school is in session.</li> <li>Not before 6:00 a.m. or after 9:00 p.m.</li> </ul>
	15 and younger			<ul style="list-style-type: none"> <li>Not during school hours, unless the minor is 14 or 15 years old and has met certain educational requirements.</li> <li>Not before 6:00 a.m. or after 9:00 p.m.</li> </ul>
Illinois	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 24 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours or 6 consecutive days.</li> </ul> No more than 24 hours or 6 consecutive days if the minor works on both Saturday and Sunday.	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 3 hours per school day</li> <li>No more than 8 hours of work and school combined per school day.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per non-school day.</li> </ul>	<u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st through Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	No restrictions.	No restrictions.	No restrictions.
Indiana	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 3 hours per school day.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per non-school day.</li> </ul>	<u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m. on days that do not precede a school day.</li> </ul>
	16 to 17	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours or 6 days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours or 6 days per week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 9 hours per day.</li> </ul>	Only after 6:00 a.m. and only before 10:00 p.m. on nights that are followed by a school day in most occupations (or 11:00 p.m. if the employer obtains written permission from the child's parent and keeps it on file).  <b>NOTE:</b> 16 to 17-year-old minors may work at the same daily and weekly hours and at the same times of day as adults if they: <ul style="list-style-type: none"> <li>Are a high school graduate;</li> <li>Have completed an approved career and technical education program or special education program;</li> </ul>

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				or • Are not enrolled in a regular school term.
<b>Iowa</b>	15 and younger	<u>School in session</u> • No more than 28 hours/week.  <u>School not in session</u> • No more than 40 hours/week.	<u>School in session</u> • No more than 4 hours per day.  <u>School not in session</u> • No more than 8 hours per day.	<u>School Days</u> • Not during regular school hours • Unless in a supervised school-work program  <u>Labor Day to June 1st</u> • Only between 7:00 a.m. and 7:00 p.m.  <u>June 1st to Labor Day</u> • Only between 7:00 a.m. and 9:00 p.m.
<b>Kansas</b>	15 or younger	• No more than 40 hours/week.	• No more than 8 hours per day.	• Only between 7:00 a.m. and 10:00 p.m., except on any evening that does not precede a school day.
<b>Kentucky</b>	14 to 15	<u>School in session</u> • No more than 18 hours/week.  <u>School not in session</u> • No more than 40 hours/week.	<u>School Days</u> • No more than 3 hours per day.  <u>Non-School Days</u> • No more than 8 hours per day	<u>School Days</u> • Not during regular school hours.  <u>Labor Day to June 1st</u> • Only between 7:00 a.m. and 7:00 p.m.  <u>June 1st to Labor Day</u> • Only between 7:00 a.m. and 9:00 p.m.
	16 to 17	<u>School in session</u> • No more than 30 hours (or 32.5 hours with written permission from a parent or guardian) per week.  A minor may work up to 40 hours in a workweek if: • A parent or legal guardian gives permission in writing, and • The principal or head of the school the minor attends certifies in writing that the minor has maintained at least a 2.0 grade point average in the most recent grading period.	<u>School Days</u> • No more than 6 hours (or 6.5 hours with written permission from a parent or guardian) per day.  <u>Non-School Days</u> • No more than 8 hours per day when school is in session.	• Only between 6:00 a.m. and 10:30 p.m. (or 11:00 p.m. with written permission from a parent or legal guardian) on days preceding a school day. • Only between 6:00 a.m. and 1:00 a.m. on days preceding a non-school day when school is in session.

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
Louisiana	15 and younger	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours or 6 consecutive days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours or 6 consecutive days per week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>Not during regular school hours.</li> <li>Only after school hours and during non-school days.</li> </ul> <u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16	<ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	No restrictions.	<ul style="list-style-type: none"> <li>Not between 11:00 p.m. and 5:00 a.m. prior to the start of any school day.</li> </ul>
	17			<ul style="list-style-type: none"> <li>Not between 12:00 a.m. and 5:00 a.m. prior to the start of any school day.</li> </ul>
Maine	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> <li>Not during school hours. <ul style="list-style-type: none"> <li>Unless in an approved vocational cooperative education program or</li> <li>granted permission for an early school release by the school principal.</li> </ul> </li> </ul> <u>Summer vacation</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	<u>School in session for 3+ days</u> <ul style="list-style-type: none"> <li>No more than 24 hours and/or 6 consecutive days per week.</li> </ul> <u>School not in session</u> (during the first and last weeks of school and during weeks when there are fewer than 3 days of school) <ul style="list-style-type: none"> <li>No more than 50 hours and/or 6 consecutive days per week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 6 hours per day.</li> </ul> <u>Last day of school week</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 10 hours per day.</li> </ul>	<u>School days and days preceding school days</u> <ul style="list-style-type: none"> <li>Not during school hours.</li> <li>Only between 7:00 a.m. and 10:15 p.m.</li> </ul> <u>Days not preceding a school day</u> <ul style="list-style-type: none"> <li>Only between 5:00 a.m. and 12:00 a.m.</li> </ul>
Maryland	15 and younger	<u>School in session for 5 days</u>	<u>School in session for 5 days</u>	<u>Labor Day to June 1st</u>



Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
		<ul style="list-style-type: none"> <li>No more than 23 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 4 hours per day.</li> <li>The total school and work hours cannot exceed 12 hours per day.</li> <li>Must have at least 8 consecutive hours per day that are not school or work hours.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 8:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	No restrictions.	<ul style="list-style-type: none"> <li>The total school and work hours cannot exceed 12 hours per day.</li> <li>Must have at least 8 consecutive hours per day that are not school or work hours.</li> </ul>	No restrictions.
Massachusetts	14 to 15	<u>School in session for 5 days</u> <ul style="list-style-type: none"> <li>No more than 18 hours or 6 days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours and/or 6 days per week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> <li>No more than 8 hours per day on Saturday and Sundays.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day</li> <li>If work is divided into 2 or more periods, it must fall within a period of 9 consecutive hours.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>Not during regular school hours</li> </ul> <u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 6:30 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 6:30 a.m. and 9:00 p.m.</li> </ul> <p><b>NOTE:</b> A minor may only work after 8:00 p.m. if the minor is under the direct and immediate supervision of an adult who is in the workplace and accessible, unless the minor works at a common area of a mall with security.</p>
	16 to 17	<ul style="list-style-type: none"> <li>No more than 48 hours and/or 6 days per week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 9 hours per day.</li> <li>If work is divided into 2 or more periods, it must fall within a period of 12 consecutive hours.</li> </ul>	<u>Days preceding a school day</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 10 p.m.</li> <li>If an establishment stops serving clients or customers at 10:00 p.m., a minor may be employed until 10:15 p.m.</li> </ul> <u>Days not preceding a school day</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 11:30 p.m.</li> <li>Minors may work at restaurants and racetracks between 6:00 a.m. and midnight.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
				<b>NOTE:</b> A minor may only work after 8:00 p.m. if the minor is under the direct and immediate supervision of an adult who is in the workplace and accessible, unless the minor works at a common area of a mall with security.
<b>Michigan</b>	15 and younger	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours of work and school combined.</li> <li>No more than 6 days or work per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours and/or 6 days per week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 10 hours per day, with a weekly average of less than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> <li>Not after 8:00 p.m. or sunset at a fixed location without an adult employee present for employees working with cash.</li> </ul>
	16 to 17	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 24 hours/week and/or 6 days/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours/week and/or 6 days/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 10 hours per day, with a weekly average of less than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 11:30 p.m. on Fridays and Saturdays, during school vacation periods and when the minor is not regularly enrolled in school.</li> <li>Only between 6:00 a.m. and 10:30 p.m. all other days.</li> <li>Not after 8:00 p.m. or sunset at a fixed location without an adult employee present for employees working with cash.</li> </ul>
<b>Minnesota</b>	15 and younger	<ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 8 hours in a 24-hour period.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> <li>Not during school hours.</li> </ul>
	16 to 17	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>Only before 11:00 p.m. (or 11:30 p.m. with a note signed by the parent or guardian) on a night preceding a school day.</li> <li>Only after 5:00 a.m. (or 4:30 a.m. with a note signed by the parent or guardian) on a school day.</li> </ul>
<b>Mississippi</b>	14 to 15 (Employed in a mill, cannery, workshop, factory, or manufacturing establishment)	No more than 44 hours.	No more than 8 hours.	Only between 6:00 a.m. and 7:00 p.m.

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
<b>Missouri</b>	15 and younger	No more than 40 hours or 6 days per week.	<u>School Days</u> <ul style="list-style-type: none"> <li>• No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>• No more than 8 hours per day.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>• Not during regular school hours.</li> </ul> <u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>• Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>• Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Montana</b>	14 to 15	<u>School in Session</u> <ul style="list-style-type: none"> <li>• No more than 18 hours/week.</li> </ul> <u>School not in Session</u> <ul style="list-style-type: none"> <li>• No more than 40 hours/week.</li> </ul> <p><b>NOTE:</b> Minors in work experience or career exploration programs may be employed up to 23 hours/week, any portion of which may be during school hours.</p>	<u>School Days</u> <ul style="list-style-type: none"> <li>• No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>• No more than 8 hours per day.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>• Not during regular school hours.</li> </ul> <u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>• Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>• Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Nebraska</b>	13 and younger	• No more than 48 hours/week.	• No more than 8 hours per day.	<ul style="list-style-type: none"> <li>• Only between 6:00 a.m. and 8:00 p.m.</li> <li>• If certain conditions are met, may work until 10:00 p.m. if day does not precede school day.</li> </ul>
	14 to 15			<ul style="list-style-type: none"> <li>• Only between 6:00 a.m. and 10:00 p.m.</li> </ul>
<b>Nevada</b>	13 and younger	• No more than 48 hours/week.	• No more than 8 hours per day.	<ul style="list-style-type: none"> <li>• Not during school hours, unless the child has been excused from attendance by the school district or by court order for the purpose of employment.</li> </ul>
	15 and younger			No restrictions.
	17 and younger (Employed as messengers)	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>• Only between 5:00 a.m. and 9:00 p.m.</li> </ul>
<b>New Hampshire</b>	15 and younger	<u>School in session</u> <ul style="list-style-type: none"> <li>• No more than 23 hours/week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>• No more than 3 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>• Only between 7:00 a.m. and 9:00 p.m.</li> <li>• Not during school hours.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
		<u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours/week.</li> </ul>	<u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day</li> </ul>	
	16 to 17	<ul style="list-style-type: none"> <li>No more than 6 consecutive days any week,</li> <li>No more than 35 hours/week during workweek with school in session for 5 days, and</li> <li>No more than 48 hours/week during school vacations and summer vacation.</li> </ul>	No restrictions.	No restrictions.
New Jersey	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week or 6 consecutive days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week or 6 consecutive days per week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>Not during regular school hours.</li> </ul> <u>Labor Day to June 1<sup>st</sup></u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>Last day of school to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m. (with written permission from minor's parent/guardian).</li> </ul>
	16 to 17	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week or 6 consecutive days per week.</li> </ul> Last day of school until Labor Day <ul style="list-style-type: none"> <li>No more than 50 hours/week.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul> Last day of school until Labor Day <ul style="list-style-type: none"> <li>No more than 10 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 11:00 p.m.</li> <li>May be waived during vacation and on days that do not precede a regularly scheduled school day with a written permit from a parent or legal guardian stating the hours the minor is permitted to work.</li> </ul>
New Mexico	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> School not in session <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>During school year</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> <li>Not during regular school hours, except as provided in work experience and career exploration programs.</li> </ul> <u>Outside school year</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
New York	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours or 6 days per week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul>	Labor Day to June 20th <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
		<ul style="list-style-type: none"> <li>Minors in a work study program may work as many as 23 hours/week when school is in session.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours or 6 days per week.</li> </ul>	<u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	June 21st to Labor Day <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 28 hours or 6 days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 48 hours or 6 days per week (or year-round if the minor is not enrolled in school).</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 4 hours (or 6 hours for students enrolled in a cooperative work experience program) on any day preceding a school day other than on a Sunday or holiday.</li> <li>No more than 8 hours on a Friday, Saturday, Sunday or holiday or on any day when school is not in session (or year-round if the minor is not enrolled in school).</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>Up to 8 hours per day (for the purpose of making 1 or more shorter workdays or a holiday in a week, a minor may work up to 10 hours on any 1 day and up to 9 hours on any 4 other days).</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 10 p.m. (or midnight with written consent of the minor's parent or guardian).</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>Only between 6:00 a.m. and 12:00 a.m. (or year-round if the minor is not enrolled in school) (or after midnight with written consent).</li> </ul>
North Carolina	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School in session</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> <li>Not during school hours, unless enrolled in special programs allowing students to work up to 23 hours per week and during school hours.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>Only between 5:00 a.m. and 11:00 p.m. on days followed by school days.</li> <li>Restriction may be waived if written approval is obtained from the minor's parent or guardian and</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
				from the minor's school principal or the principal's designee.
<b>North Dakota</b>	14 to 15	<u>During School Weeks</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>Non-School Weeks</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul> <p><b>NOTE:</b> A "school week" is any week during which attendance is required for four or more days.</p>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul> <p><b>NOTE:</b> If work is divided into 2 or more periods, it must fall within a period of 9 consecutive hours.</p>	<u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Ohio</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul> <p><b>NOTE:</b> Minors enrolled in bona fide programs of vocational training, work-study or other work-oriented programs may work more than 40 hours/week.</p>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>September 2nd to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m. (but not during holidays)</li> <li>Not during school hours.</li> </ul> <u>June 1st to September 1st and during any school holiday of 5+ school days</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>Not before 7:00 a.m. on any day that school is in session or 6:00 a.m. if the person was not employed after 8:00 p.m.</li> <li>Not after 11:00 p.m. on any night preceding a day that school is in session.</li> </ul>
<b>Oklahoma</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>Tuesday after Labor Day to May 31st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Oregon</b>	13 and younger	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours or 5 days per week.</li> </ul> <u>School not in session (i.e., school</u>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 2 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 6 hours per day</li> </ul>	<ul style="list-style-type: none"> <li>Only between 8:00 a.m. to 6:00 p.m.</li> <li>Not during school hours.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
		<u>vacations of 2 weeks or more</u> • No more than 40 hours or 5 days per week.	(Saturdays/Sundays). • No more than 8 hours per day (during school vacations two weeks or longer).	
	14 to 15	<u>School in session</u> • No more than 18 hours and/or 6 days per week.  <u>School not in session</u> • No more than 40 hours and/or 6 days per week.  <b>NOTE:</b> Minors enrolled in work training or career exploration programs may work during school hours for as many as 23 hours/week and as many as 3 hours per day.	<u>School Days</u> • No more than 3 hours per day.  <u>Non-School Days</u> • No more than 8 hours per day.	<u>School Days</u> • Not during regular school hours.  <u>Labor Day to June 1st</u> • Only between 7:00 a.m. and 7:00 p.m.  <u>June 1st to Labor Day</u> • Only between 7:00 a.m. and 9:00 p.m.
	16 to 17	• No more than 44 hours/week.	No restrictions.	No restrictions.
Pennsylvania	14 to 15	<u>School in session</u> • No more than 18 hours or 6 consecutive days per week.  <u>School not in session</u> • No more than 40 hours or 6 consecutive days per week.	<u>School Days</u> • No more than 3 hours per day.  <u>Non-School Days</u> • No more than 8 hours per day.  <b>NOTE:</b> Students in certain school-work programs may be employed for as many as 8 hours of work and school combined per day.	<u>School in session</u> • Only between 7:00 a.m. and 7:00 p.m.  <u>School vacation</u> • Only between 7:00 a.m. and 9:00 p.m.
	16 to 17	<u>School in session</u> • No more than 28 hours or 6 consecutive days per week.  <u>School not in session</u> • No more than 44 hours or 6 consecutive days per week. • Minor must voluntarily agree to work more than 44 hours and	<u>School Days</u> • No more than 8 hours per day.  <u>Non-School Days</u> • No more than 10 hours per day.	<u>School in session</u> • Only between 6:00 a.m. and 12:00 a.m.  <u>School vacation</u> • Only between 6:00 a.m. and 1:00 a.m.

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
Rhode Island	14 to 15	may refuse without retaliation. • No more than 40 hours/week.	• No more than 8 hours per day.  <b>NOTE:</b> There must be at least 8 hours between the end of work on one calendar day and the start of work on the next calendar day.	School in session • Only between 6:00 a.m. and 7:00 p.m. • Not during school hours.  School not in session • Only between 6:00 a.m. and 9:00 p.m.
	16 to 17	<u>School in session</u> • No more than 48 hours/week.  <u>School not in session</u> • No restrictions.	<u>School in session</u> • No more than 9 (or 9.75 hours if the minor works only 5 days per week) hours per day.  <u>School not in session</u> • No restrictions.  <b>NOTE:</b> There must be at least 8 hours between the end of work on one calendar day and the start of work on the next calendar day.	<u>Days preceding school days</u> • Only between 6:00 a.m. and 11:30 p.m. • Not during school hours.  <u>School not in session</u> • Only between 6:00 a.m. and 1:30 a.m.
South Carolina	14 to 15	<u>School in session</u> • No more than 18 hours/week.  <u>School not in session</u> • No more than 40 hours/week.	<u>School in session</u> • No more than 3 hours per day.  <u>School not in session</u> • No more than 8 hours per day.	<u>School in session</u> • Only between 7:00 a.m. and 7:00 p.m.  <u>Summer Break</u> • Only between 7:00 a.m. and 9:00 p.m.
	14 to 15	<u>School in session</u> • No more than 20 hours/week.  <u>School not in session</u> • No more than 40 hours/week.	<u>School Days</u> • No more than 4 hours per day.  <u>Non-School Days</u> • No more than 8 hours per day.	<u>Days that precede school days</u> • No later than 10 p.m.
Tennessee	14 to 15	<u>School in session</u> • No more than 18 hours/week.  <u>School not in session</u> • No more than 40 hours/week.	<u>School Days</u> • No more than 3 hours per day.  <u>Non-School Days</u> • No more than 8 hours per day.	<u>Days preceding school days</u> • Only between 7:00 a.m. and 7:00 p.m. • Not during school hours.  <u>School not in session</u> • Only between 6:00 a.m. and 9:00 p.m.
	16 to 17	No restrictions.	No restrictions.	• Only between 6:00 a.m. and 10:00 p.m. on



Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
				<p>Sundays through Thursdays preceding a school day.</p> <ul style="list-style-type: none"> <li>May be 12:00 a.m. for as many as 3 nights per week if the minor's parents or guardians submit a signed and notarized statement of consent.</li> <li>Not during hours when the minor is required to attend classes.</li> </ul>
<b>Texas</b>	14 to 15	<ul style="list-style-type: none"> <li>No more than 48 hours/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 5:00 a.m. and 10:00 p.m. on a day followed by a school day.</li> <li>Only between 5:00 a.m. and 12:00 midnight on a day that is not followed by a school day.</li> </ul>
<b>Utah</b>	14 to 15	<ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<ul style="list-style-type: none"> <li>No more than 4 hours per day.</li> <li>No more than 8 hours in any 24-hour period.</li> </ul>	<ul style="list-style-type: none"> <li>Only between 5:00 a.m. and 9:30 p.m. on a day followed by a school day.</li> <li>Not during school hours unless authorized by "the proper school authorities."</li> </ul>
<b>Vermont</b>	15 or younger	<p><u>School in session</u></p> <ul style="list-style-type: none"> <li>No more than 18 hours or 6 days per week.</li> </ul> <p><u>School not in session</u></p> <ul style="list-style-type: none"> <li>No more than 40 hours or 6 days per week.</li> </ul>	<p><u>School Days</u></p> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <p><u>Non-School Days</u></p> <ul style="list-style-type: none"> <li>No more than 8 hours per day</li> </ul>	<p><u>School Days</u></p> <ul style="list-style-type: none"> <li>Not during regular school hours.</li> </ul> <p><u>Labor Day to June 1st</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <p><u>June 1st to Labor Day</u></p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Virginia</b>	12 to 16 (Newspaper carriers)	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>Only between 4:00 a.m. and 7:00 p.m.</li> <li>Not during school hours.</li> </ul>
	15 and younger (Employed in nonagricultural occupations)	<p><u>School in session</u></p> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <p><u>School not in session</u></p> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<p><u>School in session</u></p> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <p><u>School not in session</u></p> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<p>Not during school hours, unless the minor is enrolled in a schoolwork-training program.</p> <p>Labor Day to June 1st</p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <p>June 1st to Labor Day</p> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	15 and younger (Employed in	No restrictions.	No restrictions.	<ul style="list-style-type: none"> <li>Not during school hours, unless the minor is enrolled in a schoolwork-training program.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
<b>Washington</b>	<i>agricultural jobs)</i> 14 to 15	<u>School Year</u> <ul style="list-style-type: none"> <li>No more than 16 hours and/or 6 days per week.</li> </ul> <u>School Vacation</u> <ul style="list-style-type: none"> <li>No more than 40 hours and/or 6 days per week.</li> </ul>	<u>Days that Precede School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Days that do not Precede School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School Year</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m. on any day preceding a school day.</li> <li>Only between 7:00 a.m. and 9:00 p.m. on Fridays, Saturdays, and days preceding school holidays.</li> <li>Not during school hours.</li> </ul> <u>School Vacation</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
	16 to 17	<u>School Year</u> <ul style="list-style-type: none"> <li>No more than 20 hours and/or 6 days per week.</li> </ul> <u>School Vacation</u> <ul style="list-style-type: none"> <li>No more than 48 hours and/or 6 days per week.</li> </ul>	<u>Days that Precede School Days</u> <ul style="list-style-type: none"> <li>No more than 4 hours per day.</li> </ul> <u>Days that do not Precede School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School Year</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 10:00 p.m. on any day preceding a school day.</li> <li>Only between 7:00 a.m. and 12:00 a.m. on Fridays, Saturdays, and days preceding school holidays.</li> <li>Not during school hours.</li> </ul> <u>School Vacation</u> <ul style="list-style-type: none"> <li>Only between 5:00 a.m. and 12:00 a.m.</li> </ul>
<b>West Virginia</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours/week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours/week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>Not during regular school hours.</li> </ul> <u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>
<b>Wisconsin</b>	14 to 15	<u>School in session</u> <ul style="list-style-type: none"> <li>No more than 18 hours and/or 6 days per week.</li> </ul> <u>School not in session</u> <ul style="list-style-type: none"> <li>No more than 40 hours and/or 6 days per week.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>No more than 3 hours per day.</li> </ul> <u>Non-School Days</u> <ul style="list-style-type: none"> <li>No more than 8 hours per day.</li> </ul>	<u>School Days</u> <ul style="list-style-type: none"> <li>Not during regular school hours.</li> </ul> <u>Labor Day to June 1st</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 7:00 p.m.</li> </ul> <u>June 1st to Labor Day</u> <ul style="list-style-type: none"> <li>Only between 7:00 a.m. and 9:00 p.m.</li> </ul>

Jurisdiction	Age of Minor	Maximum Work Per Week	Maximum Work Per Day	Work Time Restrictions
<b>Wyoming</b>	14 to 15	No restrictions.	<u>Minors who are not enrolled in school:</u> • No more than 8 hours per day.	<u>Minors who are not enrolled in school:</u> • Only between 5:00 a.m. and 12:00 a.m.
	15 or younger		<u>Minors who are enrolled in school:</u> • No more than 8 hours in any 12-hour period.	<u>Minors who are enrolled in school:</u> • Only between 5:00 a.m. and 10:00 p.m. on days followed by a school day. • Only between 5:00 a.m. and 12:00 a.m. on days not followed by a school day.

*The above information is a summary providing guidance on the key aspects of the law. Federal and state laws are more complex than presented here. This information is simplified for the sake of brevity and is not intended to be a substitute for legal advice. This information is provided with the understanding that (1) the author and publisher are not rendering legal advice and (2) this information is not a substitute for the advice of competent legal counsel. For more information, please contact a human resource professional or an employment law attorney.*