

Are You Employing Teen Workers This Summer?

By: Beth Lincow

<http://www.humanresourceattorney.com/>

Employers who have hired teen workers this summer should be aware that there are several important issues that arise when hiring minor employees. The bulk of these issues involve federal child labor laws that govern the number of hours that minors can work as well as what jobs they can perform.

To help employers avoid the potential pitfalls of hiring teen employees, we have provided a brief summary of the laws below.

Employee Age Requirements

The Fair Labor Standards Act (FLSA) sets the minimum age for employment at 14. However, there are some jobs that are exempted from law and may be performed by persons *younger than 14*, including newspaper delivery, babysitting, acting or performing, and working in solely parent-owned businesses.

Number of Hours Minors Can Work

Under the FLSA, youths 14 and 15 years old may work in various non-manufacturing, non-mining, non-hazardous jobs under certain conditions. These include positions in offices, grocery stores, retail stores, restaurants, movie theaters, baseball parks, amusement parks, etc.

Permissible work hours for 14- and 15-year-olds are:

- 3 hours on a school day;
- 18 hours in a school week;
- 8 hours on a non-school day;
- 40 hours in a non-school week; and
- Between 7 a.m. and 7 p.m., except from June 1 through Labor Day, when nighttime work hours are extended to 9 p.m.

The FLSA does not limit the number of hours or times of day for workers 16 years and older in any occupation other than those declared hazardous by the Secretary of Labor. A list of hazardous occupations is listed [here](#).



About Beth Lincow Cole

The Law Office of Beth Lincow Cole is committed to helping employers comply with federal and state employment law and avoid potential business-wrecking lawsuits.

If your company needs employee or management training or assistance in drafting, reviewing, or revising its EEOC/discrimination policies, [contact](#) employment law attorney [Beth Lincow Cole](#).