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YOUTH EMPLOYMENT LAWS

Minimum wage. The minimum wage in Massachusetts is \$8.00 an hour.

Minors under the age of 14 cannot work. There are a few exceptions, such as babysitting, working as a news carrier, working on farms, or working in entertainment (with a special permit).

Work permits. Minors (ages 14 to 17) need a work permit to work in Massachusetts. For work permit applications, visit www.mass.gov/dos.

Hazardous Jobs. Teens under 18 years of age are prohibited from certain dangerous or hazardous occupations, industries, and tasks. For a list of prohibited occupations for minors 14-15 and 16-17 years of age, please visit the Attorney General's Office website at www.mass.gov/ago/youthemployment.

Supervision. After 8:00 p.m., all minors must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonably accessible to the minor, unless the minor works at a kiosk, cart or stand in the common area of an enclosed shopping mall that has security from 8:00 p.m. until the mall is closed to the public.

LEGAL WORK HOURS FOR MINORS

14- and 15-Year-Olds.

Work hours:

During the school year:

Only between 7:00 a.m. and 7:00 p.m.

Not during school hours

During the summer (July 1 to Labor Day):

Only between 7:00 a.m. and 9:00 p.m.

Maximum hours:

When school IS in session:

18 hours per week

3 hours per day on school days

8 hours per day on weekends and holidays

6 days per week

When school IS NOT in session:

40 hours per week

8 hours per day

6 days per week

16- and 17-Year-Olds.

Work hours, year-round:

Between 6:00 a.m. and 10:00 p.m. on nights preceding a regularly scheduled school day. (If the establishment stops serving customers at 10:00 p.m., the minor may be employed until 10:15 p.m.)

Between 6:00 a.m. and 11:30 p.m. on nights not preceding a regularly scheduled school day.
(Except in restaurants and race tracks until midnight.)

Maximum hours, year-round:

48 hours per week

9 hours per day

6 days per week

For more information, visit...

www.Laborlowdown.com

www.mass.gov/ago/youthemployment