

HOURS OF WORK - SUMMARY CHAR

	Ages 16 & 17	Ages 14 & 15	Ages 12 & 13
SCHOOL IN SESSION *	<p>4 hours per day on any school-day. **[EC 49112, 49116;LC 1391]</p> <p>8 hours on any nonschoolday or on a schoolday that precedes a nonschoolday. [EC49112,49116; LC 1391]</p> <p>48 hours per week. [LC 1391]</p> <p>WEE students & personal attendants * may work more than 4hours on a schoolday, but never more than 8. [EC 491 16; LC 1391,1392]</p>	<p>Must have completed 7th grade to work while school is in session. * [EC 49112]</p> <p>3 hours per schoolday outside school hours. [EC 491 12, 491 16; LC1391]</p> <p>8 hours on a non-school day. [LC 391]</p> <p>18 hours per week. [EC 49116;LC 1391]</p> <p>WEE students may work during schoolhours & up to 23 hours perweek. [EC49116;LC1391]</p>	<p>May be employed only during school holidays & vacations (usually construed to include weekends). May never be employed on any schoolday, either before or after school. ****[EC 4911]</p> <p>Daily and weekly workhour maximums while school is in session are not specified in statute, but may not exceed the maximum allowed when school is not in session or the maximum stated on permit. [EC 49111;LC 1391,1392]</p>
SCHOOL NOT IN SESSION	<p>8 hours per day. [LC 1391,1392]</p> <p>48 hours per week. [LC 1391]</p>	<p>8 hours per day. [LC 1391,1392]</p> <p>40 hours per week. [LO 1391]</p>	<p>8 hours per day. [LC 1391,1392]</p> <p>40 hours per week. [LC 1391]</p>
SPREAD OF HOURS	<p>5am-10pm -12:30 am preceding any nonschoolday. [LC 1391]</p> <p>WEE, with permission, until 12:30 am on any day. 1101391.1] Messengers: 6am - 9pm. [LC 1297]</p>	<p>7am-7pm -9pmJunel through Labor Day. [LC 1391]</p>	<p>7am-7pm -9pm Junel through Labor Day. [LC 1391]</p>

* Statutes governing workhours for 14- and 15-year-olds use the phrase, "while school is in session," for the three-hour day 18-hour week. California provides no precise definition of this phrase. However, the phrase is used in federal regulations from which California's standard is derived. The U. S. Department of Labor considers the term "school in session" to mean the scheduled schooldays of the public school system in the county where the minor resides. A school week under federal standards is any week during which school is in session for at least one day. Thus, school is considered in session during any week which has at least one scheduled schoolday. Since the school session is derived from the schedule for the county's public schools, school may be considered in session for a minor who attends a private school that is closed during the summer if the public schools are in session at that same time.

** A "schoolday" is any day in which the minor is required to attend school for 240 minutes or more.

*** "Personal attendant" includes baby-sitters and any person employed by a private householder or third party employer recognized in the health care industry to work in a private household, to supervise, feed, or dress a child or person who by reason of advanced age, physical disability, or mental deficiency needs supervision.

**** Employment is restricted to certain household occupations, messengers, delivery, and agriculture. See Chapter 6 of *California Child Labor Laws 1995-96* for more detailed discussion.

- Permits must be revoked if work exceeds the hours stated on the permit.
- With few exceptions, all employees are entitled to one day of rest in seven. [LC 551, 552] Days of rest may be accumulated providing that in each calendar month the employee receives the equivalent of one day of rest in seven. [LC 554] School attendance is not considered work time.