

**Prohibited Employment:**  
**Hazardous Occupations For Minors**

Minors under 18 years **MAY NOT** be employed to work in the following occupations or with the following tools or machinery:

- **Motor Vehicle Driving**  
Minors may not drive on any public highway. This does not prohibit a minor from driving on private property (e.g., auto dealer lot).
- **Power-Driven Bakery Machines**  
Includes dough mixer, batter mixer, bread divider, molding machine, bread slicing and wrapping, cookie or cracker machine.
- **Roofing Operations**
- **Power-Driven Woodworking Machines**
- **Exposure to Radioactive Substances**
- **Power-Driven Hoisting Apparatus**  
Includes automobile hoist, lift truck, forklift, elevator, crane, derrick, etc.
- **Power-Driven Metal-Forming, Punching, & Shearing Machines**  
Includes rolling machines, pressing or punching machines, bending machines, etc.
- **Power-Driven Paper-Products Machines**  
Includes paper bailers, box crushers, etc.
- **Power-Driven Circular Saws, Band Saws, & Guillotine Shears**
- **Excavation Operations**  
Cannot work in trenches deeper than 4 feet.

This is a partial list. Contact the U. S. Department of Labor for complete information.

[www.dol.gov](http://www.dol.gov)



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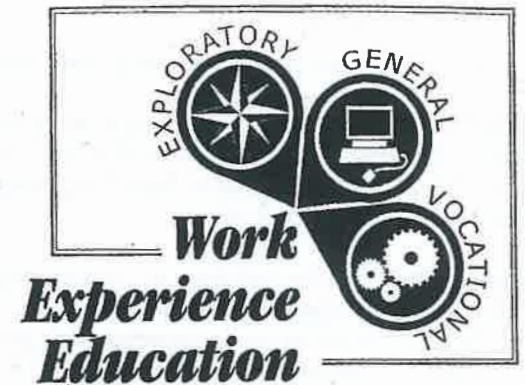
Minors under 16 years **MAY NOT** be employed to work in the following occupations or with the following tools or machinery:

- In or about a **gas station** dispensing gas or oil; courtesy service; car cleaning, washing & polishing.
- In the vicinity of **moving machinery**.
- Selling or serving alcoholic beverages.
- **Building or construction work** of any kind.
- **Delivering goods from motor vehicles**.
- Public messenger service.
- Operating an auto or truck.
- **In a pool or billiard room**.
- In or about **moving equipment** aircraft, or vessels.
- In the vicinity of explosives.
- **Selling to passing motorists:** newspapers, candy, flowers, or other merchandise or commodities.
- Selling door-to-door unless the following conditions are met:
  - Minors work in pairs as a team.
  - One adult supervisor for ten or fewer minors.
  - Within sight or sound of supervisor once every 15 minutes.
  - Returned to home or rendezvous point daily.Exception: Does not abridge right of minor to solicit subscriptions or sell newspapers door-to-door when the minor is a regular news carrier of the newspaper and delivers on a regular basis to an established readership.

This is a partial list. Contact the Department of Industrial Relations for complete information.



**LABOR  
LAWS  
AFFECTING  
MINORS**



California Department of Education

**Erle Hall**  
**Work Experience Education Consultant**  
**1430 N Street, Suite 4503**  
**Sacramento, CA 95814**  
**(916) 319-0498**  
**ehall@cde.ca.gov**

## Work Permits

- All minors under age 18 (including minors employed by parents) must have work permits. Exempt: minors who have high school diplomas or passed the state proficiency examination.
- Minors must meet mandatory school attendance laws in order to obtain work permits.
- Work permits are required all year, including all school recesses and holidays.
- Work permits must be renewed at the start of each new school year or at the time students obtain new jobs.
- Work permits must be kept on file at work sites.
- Public schools have the legal right to restrict or reduce the type of employment and/or the hours of work if the schoolwork and/or health of minors are being impaired by employment.
- Work permits are not required for minors engaged in the following types of employment:
  - Private homes doing occasional odd jobs
  - Sale or delivery of newspapers, if self-employed
  - Self-employment
  - Agricultural or domestic work on property owned, operated, or controlled by minors' parents

***Applications for work permits are available at most public middle schools and high schools. If an application is not available at your local school, contact your local public school district office.***

## Uniforms

- Uniforms required by employers shall be provided and maintained by the employers. "Uniform" includes apparel and/or accessories of distinctive color or design.

## Hours Minors Allowed To Work

### Ages 16-17: School In Session

- 4 hours max. per day Mon. - Thurs.
- 8 hours max. per day Fri. - Sun.
- 48 hours per week
- 5:00 a.m. to 10:00 p.m.
- 5:00 a.m. to 12:30 a.m. if no school the next day

### Ages 16-17: School in Session Enrolled in Work Experience Education

- 8 hours max. per day Mon.-Thurs.
- 48 hours per week
- 5:00 a.m. to 12:30 a.m. everyday

### Ages 16-17: Summer/Vacation Permit

- 8 hours max. per day Monday - Sunday
- 48 hours per week
- 5:00 a.m. to 12:30 a.m. any day of week

### Ages 14-15: School in Session

- 3 hours max. per day Mon. - Fri.
- 8 hours max. per day Sat. - Sun.
- 18 hours per week
- 7:00 a.m. to 7:00 p.m. any day of week
- until 9:00 p.m. June 1 through Labor Day

### Ages 14-15: Summer/Vacation Permit

- 8 hours max. per day Mon.- Sun.
- 40 hours per week
- 7:00 a.m. to 7:00 p.m. any day of week
- until 9:00 p.m. June 1 through Labor Day

### Under 14 years of age

Federal and State laws prohibit the issuance of work permits except in very limited circumstances. Contact the Department of Industrial Relations or this office for more information.

**\*\*With few exceptions, all employees are entitled to one day of rest in "7".**

## Workers' Compensation Insurance

- Minors must be covered by Workers' Compensation Insurance, including minors employed by parents and by businesses operating from private residences.

## Wages

- In most cases, minors must be paid the minimum wage.
- If employees work split shifts, they must be paid one (1) extra hour at the minimum wage.
- If employees report to work but are not given work and are sent home, they are owed a minimum of two (2) hours pay.
- If employees are asked not to clock in, they are free to leave. They cannot be required to wait without being paid.

## Statement of Deductions

- At the time wages are paid, employers must furnish all employees separate or detachable itemized statements of deductions and hours worked.

## Questions about Labor Laws?

California Labor Laws:  
Department of Industrial Relations  
[www.dir.ca.gov/dlse/dlse.html](http://www.dir.ca.gov/dlse/dlse.html)

Federal Labor Laws:  
U.S. Department of Labor  
[www.dol.gov](http://www.dol.gov)

Work Permits:  
[www.cde.ca.gov/shsd/wee/resources.html](http://www.cde.ca.gov/shsd/wee/resources.html)

&

<http://www.dir.ca.gov/iwc/wageorderindustries.html>