General Summary of Minors’ Work Regulations


- If federal laws, state laws, and school district policies conflict, the more restrictive law (the one most protective of the minor) prevails. (FLSA)

- Employers of minors required to attend school must complete a “Statement of Intent to Employ a Minor and Request for Work Permit” (CDE Form B1-1) for the school attendance for each such minor. (EC 49162)

- Employers must retain a “Permit to Employ and Work” (CDE Form B1-4) for each such minor. (EC 49161)

- Work permits (CDE B1-4) must be retained for three years and be available for inspection by sanctioned authorities at all times. (EC 49164)

- A work permit (CDE Form B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. (EC 49164)

- A day of rest from work is required in every seven days, and shall not exceed six days in seven. (LC 551, 552)

Minors under the age of 18 may not work in environments declared hazardous or dangerous for young workers, examples listed below: (LC 1294.1 and 1294.5, 29 CFR 570 Subpart E)

1. Explosive exposure
2. Motor vehicle driving/outside helper
3. Roofing
4. Logging and sawmilling
5. Power-driven woodworking machines
6. Radiation exposure
7. Power-driven hoists/forklifts
8. Power-driven metal forming, punching, and shearing machines
9. Power saws and shears
10. Power-driving meat slicing/processing machines

HOURS OF WORK

<table>
<thead>
<tr>
<th>16 &amp; 17 Year Olds</th>
<th>14 &amp; 15 Year Olds</th>
<th>12 &amp; 13 Year Olds</th>
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<tbody>
<tr>
<td>Must have completed 7th grade to work while school is in session. (EC 49112)</td>
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<td>Labor laws generally prohibit non-farm employment of children younger than 14. Special rules apply to agricultural work, domestic work, and the entertainment industry. (LC 1285–1312)</td>
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School In Session

- 4 hours per day on any school day (EC 49112, 49116; LC 1391)
- 8 hours on any non-schoolday or on any day preceding a non-schoolday. (EC 49112; LC 1391)
- 48 hours per week (LC 1391)
- WEE students & personal attendants may work more than 4 hours on a schoolday, but never more than 8. (EC 49116; LC 1391, 1392)

- 3 hours per schoolday outside of school hours (EC 49112, 49116; LC 1391)
- 8 hours on any non-schoolday
- No more than 18 hours per week (EC 49116; LC 1391)
- WEE students may work during school hours & up to 23 hours per week. (EC 49116; LC 1391)

- 2 hours per schoolday and a maximum of 4 hours per week. (EC 49112)

School Not In Session

- 8 hours per day (LC 1391, 1392)
- 48 hours per week (LC 1391)

- 8 hours per day (LC 1391, 1392)
- 40 hours per week (LC 1391)

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Spread of Hours

- 5 a.m.–10 p.m. However, until 12:30 a.m. on any evening preceding a non-schoolday (LC 1391)
- WEE students, with permission, until 12:30 a.m. on any day (LC 1391.1)
- Messengers: 6 a.m.–9 p.m.

- 7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)

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