



### PERMITTED WORKING HOURS FOR MINORS UNDER 18 YEARS OF AGE

The following chart is a summary of the permitted working hours provisions of the New York State Labor Law relating to minors under 18 years of age:

AGE OF MINOR (GIRLS AND BOYS)	INDUSTRY OR OCCUPATION	MAXIMUM DAILY HOURS	MAXIMUM WEEKLY HOURS	MAXIMUM DAYS PER WEEK	PERMITTED HOURS
<b>MINORS ATTENDING SCHOOL</b>					
When School is in Session 14 and 15	All occupations except farm work, newspaper carrier and street trades.	3 hours on school days <sup>1</sup> 8 hours on other days	18 <sup>1</sup>	6	7 AM to 7 PM
16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days (i.e., Mon., Tues., Weds., Thurs.) <sup>2</sup> 8 hours on Fri., Sat., Sun. and Holidays. <sup>4</sup>	28 <sup>4</sup>	6 <sup>4</sup>	6 AM to 10 PM <sup>3</sup>
<b>When School is Not in Session (Vacation)</b>					
14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours <sup>4</sup>	48 <sup>4</sup>	6 <sup>4</sup>	6 AM to Midnight <sup>4</sup>
<b>MINORS NOT ATTENDING SCHOOL</b>					
16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours <sup>4</sup>	48 <sup>4</sup>	6 <sup>4</sup>	6 AM to Midnight <sup>4</sup>
<b>FARM WORK</b>					
12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours	—	—	7 AM to 7 PM June 21 to Labor Day 9 AM to 4 PM Day after Labor Day to June 20
14 and Older	Any farm work.	—	—	—	—
<b>NEWSPAPER CARRIERS</b>					
11 to 18	Delivers, or sells and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days 5 hours on other days	—	—	5 AM to 7 PM or 30 minutes prior to Sunset, whichever is later
<b>STREET TRADES</b>					
14 to 18	Self employed work in public places selling newspapers or work as a bootblack.	4 hours on school days 5 hours on other days	—	—	6 AM to 7 PM

<sup>1</sup> Students 14 and 15 enrolled in an approved work study program may work 3 hours on a school day, 23 hours in any one week when school is in session.

<sup>2</sup> Students 16 and 17 enrolled in an approved Cooperative Education Program may work up to 6 hours on a day preceding a school day other than a Sunday or Holiday when school is in session as long as the hours are in conjunction with the Program.

<sup>3</sup> May work 6 AM to 10 PM or until midnight with written parental and educational authorities consent on a day preceding a school day and until midnight on a day preceding a non-school day with written parental consent.

<sup>4</sup> This provision does not apply to minors employed in resort hotels or restaurants in resort areas.

A schedule of hours of work for minors under 18 years of age must be posted in the establishment by the employer.

#### ADDITIONAL CHILD LABOR LAW INFORMATION

- An Employment Certificate (Working Paper) is required for all minors under 18 years of age who are employed.
- There are numerous prohibited occupations for minors in New York State. Contact any of the offices listed below for further information.
- Civil penalties for violations of Child Labor Laws are:
  - First Violation - maximum \$1,000\*
  - Second Violation - maximum \$2,000\*
  - Third or Subsequent Violation - maximum \$3,000\*

\* If a minor is seriously injured or dies while illegally employed, the penalty is treble the maximum penalty allowable under the law for such violation.

• Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed.

Inquiries concerning these laws and other provisions of the New York State Labor Law may be addressed to the Department of Labor, at one of the offices of the Division of Labor Standards listed below.

CITY	ZIP CODE	ADDRESS	TELEPHONE
ALBANY	12240	State Office Building Campus	(518) 457-2730
BINGHAMTON	13901	44 Hawley Street	(607) 721-8014
BUFFALO	14202	85 Court Street	(716) 847-7141
HEMPSTEAD	11550	175 Fulton Avenue	(516) 481-6064
NEW YORK	10014	345 Hudson Street	(212) 352-6981
ROCHESTER	14607	109 S. Union Street	(716) 258-4550
SYRACUSE	13202	333 E. Washington Street	(315) 428-4057
WHITE PLAINS	10605	120 Bloomingdale Road	(914) 997-9521

**A SCHEDULE OF HOURS OF WORK FOR MINORS UNDER 18 YEARS OF AGE  
MUST BE POSTED IN THE ESTABLISHMENT BY THE EMPLOYER.**