

# "WORKPLACE RULES FOR KIDS IN SCHOOL"

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The following sections provide guidelines regarding certain restrictions that affect the employment of minors. These guidelines are not intended to be all-inclusive, and cannot be all-inclusive, as many new laws and regulations are passed annually. We strongly recommend that you contact the Wage and Workplace Standards Division of the Connecticut Department of Labor, 200 Folly Brook Boulevard, Wethersfield CT 06109, 860-263-6791, whenever you have questions concerning legal restrictions in the employment of minors.

## 1. HAZARDOUS EMPLOYMENT

As a general guideline, no minor under 18 years of age may be employed in any job that the Connecticut Department of Labor declares as hazardous. There are few exceptions for minors who are students enrolled in approved programs, or minors enrolled in *bona fide* apprenticeship programs. Please refer to Section 31-23-1 of the Regulations of Connecticut State Agencies. For further information, please contact the Wage and Workplace Standards Division of the Connecticut Department of Labor, 200 Folly Brook Boulevard, Wethersfield CT 06109, 860-263-6791.

## 2. WAGES

As a general guideline, minors under 18 years of age must be paid for all work that is typically paid work. In addition, they must be paid at minimum wage (i.e., the Connecticut or federal minimum wage, whichever is higher) and must be paid 1.5 times the regular rate for each hour worked beyond the 40-hour work week, just as any other employee. For further information and answers to specific questions, please contact the Wage and Workplace Standards Division of the Connecticut Department of Labor, 200 Folly Brook Boulevard, Wethersfield CT 06109, 860-263-6791. The Web site address is <http://www.ctdol.state.ct.us/wgwkstnd/wgmenu.htm>.

## 3. HOURS OF EMPLOYMENT

As a rule, 6 a.m. to 10 p.m. are the allowed hours of employment, and eight hours per day, six days/48 hours per week are the maximums. Also, as a rule, no minor who is enrolled in school and under 18 years of age may be employed during school hours. As previously stated, the only exceptions are approved state-approved apprenticeships; approved Cooperative Work Education Programs; Career Pathways Programs; and Vocational Probation/Parole Employment Programs. For further information and answers to specific questions, please contact the Wage and Workplace Standards Division of the Connecticut Department of Labor, 200 Folly Brook Boulevard, Wethersfield CT 06109, 860-263-6791.

### A. Time and Hours of Employment for 16- and 17-Year-Old Minors

Restaurants, Cafes or Dining Rooms, Recreational, Amusement, Theaters

#### School Week

6 a.m. to 11 p.m. (midnight if no school the next day)

6 hours per day on school days

8 hours per day on Fridays, Saturdays and Sundays

6 days per week/32 hours per week

#### Non-School Week

8 hours per day

6 days per week/48 hours per week

Retail/Mercantile/Manufacturing/Mechanical

#### School Week

6 a.m. to 10 p.m. (11 p.m. if no school the next day)

6 hours per day on school days

8 hours per day on Fridays, Saturdays and Sundays

6 days per week/32 hours per week

Non-School Week

8 hours per day

6 days per week/48 hours per week

Hairdressing/Bowling Alley/Pool Hall/Photography

School Week

6 a.m. to 10 p.m.

6 hours per day on school days

8 hours per day on Fridays, Saturdays and Sundays

6 days per week/32 hours per week

Non-School Week

8 hours per day

6 days per week/48 hours per week

Note: Minors who are 16 or 17 years of age and have not graduated from high school but are officially withdrawn from school may work nine hours per day/48 hours per week.

B. Time and Hours of Employment for 14- and 15-Year-Old Minors

Note: 14-year-old minors may be employed or permitted to work as a caddie or in a pro shop at any municipal or private golf course and 15-year-old minors may only be employed in a mercantile establishment as baggers, cashiers or stock clerks. The times and hours of this employment generally are limited to periods of school vacation, during which school is NOT in session for five consecutive days or more, and with the following conditions:

not more than 40 hours in any week;

not more than eight hours in any day; and

the hours of 7 a.m. to 7 p.m., except from July 1 to the first Monday in September, when the 15-year-old minor may work until 9 p.m.

However, during the school year, 15-year-old minors employed in a retail food store may only work on Saturdays for no more than eight hours.

Please note that when issuing "working papers" to 14- or 15-year-old minors, the restrictions, Saturday or school vacation only, must be written on the form.

**4. EMPLOYMENT INVOLVING A MOTOR VEHICLE**

There are several restrictions concerning the employment of a minor that involves his or her driving a motor vehicle (e.g., driving limited to vehicles up to 3/4-ton truck, with proper bodily injury liability and property damage insurance; no forklift trucks; no construction equipment). Minors who are 16 years of age may not drive as part of their employment. Minors who are 17 years of age may drive up to 25 percent of their work time.

Because statutes governing restrictions are subject to annual legislative changes, please contact the Wage and Workplace Standards Division of the Connecticut Department of Labor, 200 Folly Brook Boulevard, Wethersfield CT 06109, 860-263-6791.

**5. EXEMPTION FROM CONNECTICUT CHILD LABOR LAWS**

Connecticut laws allow minors under 18 years of age who have graduated from high school to work at the same daily and weekly hours and times of day as adults. Minors who are high school graduates are exempt from the Connecticut prohibitions, but not from the federal employment prohibitions.