Prohibited hours and times of work ages 14 and 15:
• not during school hours
• not before 7 a.m. or after 7 p.m. (except 9 p.m. from June 1 through Labor Day)
• not more than three hours on a school day (including Fridays)
• not more than 18 hours in a week (Sunday through Saturday) when school is in session
• not more than eight hours a day on any nonschool day
• not more than 40 hours a week (Sunday through Saturday) in nonschool weeks

Note: Enrollees in an approved work experience and career exploration program (WECEP) may be employed: during school hours; and not more than 23 hours in a school week

Prohibited hours and times of work ages 16 and 17:
• not after 11 p.m. on evenings before school days
• not before 5 a.m. on school days

Note: With written permission from a parent or guardian these hours may be expanded to 11:30 p.m. and 4:30 a.m.

Required records
Proof of age is required for anyone under age 18 by having on record either:
• a copy of birth certificate, or
• a copy of driver’s license, or
• an age certificate issued by school.

Common exceptions to child labor laws
• minors employed in a business solely owned by their parent(s) (state) if doing work that is not a prohibited occupation for those under age 18 (federal)
• delivery of newspapers to consumers (a minimum age of 11 years old is set by the state)
• most work for persons in their private homes, such as babysitting and yard work

Minimum age for employment
• 14 years old

Agency contact information

State
Department of Labor and Industry Labor Standards
443 Lafayette Road N.
St. Paul, MN 55155-4306
(651) 284-5070
www.doli.state.mn.us

Federal
U.S. Department of Labor
TriTech Office Center, Suite 920
331 S. Second Ave.
Minneapolis, MN 55401-2233
1-866-487-9243
www.dol.gov

Purpose and intent
The purpose of this guide is to help employers and educators understand the child labor requirements of both the federal law (Fair Labor Standards Act, FLSA) and Minnesota state law (Chapter 181A). All employers doing business in Minnesota are subject to the state law.

Most employers must also comply with the federal child labor laws, which apply to individuals engaged in interstate commerce or that produce goods for interstate commerce, and/or are employed in certain enterprises with gross revenues exceeding $500,000 a year. Some smaller businesses that began operating prior to 1990 may also be subject to the federal law.

This document is intended for use by employers that are covered by both the federal and state laws. It is the result of a comparison of the two laws and shows the most protective standard in each of the listed categories. To obtain information about each topic, refer to the top column which indicates the body responsible for its administration. The addresses and phone numbers for the state and federal agencies are on the back of this guide.

This handout is intended as a general description of the requirements and does not carry the force of legal opinion.

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Prohibited occupations:
- any work performed on construction sites
- oxyacetylene or oxyhydrogen welding
- working more than 12 feet above the ground or floor-level using ladders, scaffolding and like equipment
- serve, dispense or handle liquors consumed on the premises
- work in rooms where liquor is served or consumed with the following exceptions:
  - 17-year-olds may perform busing or dishwashing in restaurants
  - 16-year-olds may provide musical entertainment in restaurants

Prohibited occupations:
- lifting, carrying or personally caring for patients in hospitals or nursing homes
- welding of any kind
- work as loaders or launchers for skeet or trapshooting

Prohibited occupations:
- most motor vehicle driving on any public road or highway
- most occupations in logging and saw milling
- all occupations connected with machines that cut, shape, form, join, nail, press, fasten or assemble wood or veneer
- occupations of operating, assisting to operate or maintaining most power-driven metal forming, punching and shearing machines
- occupations of operating, assisting to operate or maintaining power-driven fixed or portable circular saws, bandsaws and guillotine shears
- operating or assisting in the operation of all hoisting apparatus including forklifts, non-automatic or freight elevators or man-lifts

Prohibited occupations:
- work in freezers or meat coolers
- manufacturing occupations or work in rooms where goods are manufactured
- all occupations in connection with warehousing and storage
- processing occupations or work in rooms where goods are processed
- use of laundry, dry cleaning and rug cleaning equipment or any work in workrooms where commercial laundering and dry cleaning takes place
- use of any power-driven machinery, including floor scrubbers and polishers, snow blowers, lawn mowers and golf carts
- attaching to, detaching from or having contact with vehicles on a carwash conveyor line
- tire mounting and use of service station pits, racks or lifts