

TEENS AT WORK

A quick guide for allowable jobs and hours, broken down by age.



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Limited Jobs

Deliver newspapers
Babysit
Perform as an actor/
actress
Work for parents (non-
hazardous only)

[Learn more](#)

Under
14

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14

Per the FLSA, most non-
agricultural employment
requires a teen to be at
least 14 years old.



Check the laws regarding
[agricultural jobs](#) for youth
of any age.

Allowable Jobs

Retail
Creative work
Errands by foot
Yard work excluding power-
driven equipment
Limited work with vehicles
Some food service jobs
Grocery-related work
Loading/unloading equipment
15-yr-olds can lifeguard when
they meet regs

[Learn more](#)

Age
14-15

Age
14-15

Hour Restrictions

All work must be performed *outside*
public school hours.

No more than 3 hours on a school
day, including Friday.

No more than 18 hours per week
when school is in session.

No more than 8 hours per day when
school is *not* in session.

No more than 40 hours per week
when school is *not* in session.

No working before 7am or after
7pm on any day. *From June 1st - Labor
Day, nighttime work hours are extended to 9pm.*

Other Restrictions

No power-driven mowers or
trimmers until 16-years old
No baking
No cooking with open flames
No use of ladders or scaffolding
No construction work
(including demolition and
repair)

[Learn more](#)

Allowable Jobs

Anything *not* declared
"hazardous"

Common "hazardous" jobs
include power-driven tools
such as woodworking, meat
cutting, bakery, saws, and
other related machines

[See hazardous
jobs](#)

Age
16-17

Age
16-17

No hour restrictions

There are no specific hours of
the day or amounts of time a
16- or 17-yr old can work.



Other Restriction

Although 16-yr-olds *are not*
allowed to drive on the job, 17-
yr-olds *are* under [these regs.](#)

You can perform
any job

Age
18

No Restrictions

FAQs

What are the rules about break times for minors?

- Minors must have a 30-minute lunch within the first five hours of work, and cannot work more than three consecutive hours without a 10-minute break.

How do I know if I should observe the federal or state youth employment laws?

- Check your [state law](#) to see if there are stricter standards than the federal laws. The law with the most protection to the worker is the one that should be observed.

What is the "youth training wage?"

- Anyone younger than 20 years old may be paid a minimum wage of \$4.25 per hour for the first 90 consecutive calendar days of employment.

