

Time and Hours of Employment for 16 and 17-Year-Old Minors	
Restaurants, Cafes or Dining Rooms, Recreational, Amusement, Theaters	
School Week:	Non-School Week:
6 a.m. to 11 p.m. (12 a.m. if no school the next day)	8 hours per day/48 hours per week
6 hours per day on school days/32 hours per week	6 days per week
8 hours per day on Fridays, Saturdays and Sundays	
Retail/Mercantile/Manufacturing/Mechanical	
School Week:	Non-School Week:
6 a.m. to 10 p.m. (11 p.m. if no school the next day)	8 hours per day/48 hours per week
6 hours per day on school days/32 hours per week	6 days per week
8 hours per day on Fridays, Saturdays and Sundays	
6 days per week	

Time and Hours of Employment for 14 Year-Old Minors	
Private or Municipal Golf Course as Caddie or in Pro Shop	
School Week:	Non-School Week:
Saturday only	No day followed by a school day
	8 hours per day/40 hours per week
	7 a.m. to 7 p.m.
Time and Hours of Employment for 15 Year-Old Minors	
Private or Municipal Golf Course as Caddie or in Pro Shop or Mercantile as Cashier, Bagger, Stockperson	
School Week:	Non-School Week:
Saturday only	No day followed by a school day
8 hours	8 hours per day/40 hours per week
	7 a.m. to 7 p.m.
	Except 7/1 to 9/1 a 15 year-old may work until 9 p.m.

Permitted places of employment for 14- and 15-year-olds (although Working Papers MAY NOT be issued for these)

- Agriculture
- Street trades (newspaper delivery, shoe shining, baby-sitting, etc.)
- Hospitals (no food service or laundry)
- Convalescent homes (no food service or laundry)
- Hotels and motels (no food service or laundry)
- Banks
- Insurance companies
- Professional offices (lawyers, CPAs, etc.)
- Municipalities (library attendants, recreation departments, etc.)
- Acting
- Household chores for private homeowners (yard work, etc.)
- Licensed summer camps

Prohibited places of employment for 14- and 15-year-olds:

- Restaurant/food service
- Recreational establishments
- Manufacturing industries
- Mechanical/service industries
- Mercantile/solicitation (except as stated above)
- Theatrical industry (except as actors)
- Barber shops

Prohibited Occupations and Places of Employment for All Minors Under the Age of 18 Years

- Automotive maintenance and repair, EXCEPT (the following are permitted):
 - island work
 - changing passenger car tires (no truck tires)
 - use of air hand tools
 - preparing cars for painting, limited to sanding and masking (no spray painting or welding)
 - hand cleaning and washing of motor vehicles (no flammable liquids)
 - clerical or bench work
- Any occupation or task which exposes the minor to bodily fluids, especially blood-borne pathogens
- Beverage bottling
- Brick, clay or tile manufacturing
- Balers, trash or paper compactors, and all paper-product manufacturing machines
- Coke and tar products processing/manufacturing
- Construction, EXCEPT the following:
 - Landscaping (planting small trees, shrubs, etc.)
 - General yard work/cleaning (no riding reel lawn mowers)
 - Brush painting and window cleaning (no ladders over 6 feet, no flammable cleaners/thinners, etc.)
 - Clerical/shipping/stock work
- Dry cleaning/laundry operations
- Ear piercing, body piercing or tattooing
- Exposure to radioactive substances or ionization radiation
- Excavation operations – all jobs of trenching and working in trenches more than four feet deep
- Forest fire fighting and fire prevention, timber tract management, logging and all sawmill operations
- Glazing/glass cutting operations
- Heat treating operations or helper
- Ice manufacturing
- Installation/maintenance/repair of electrical machinery/equipment
- Leather products processing/tanning
- Manufacturing and storage of explosives
- Motor vehicle driving, outside helper on any public road or highway (especially food delivery)
- Mining of any type
- Operation of foot, hand or power presses
- Plastic/plastic products manufacturing
- Pharmaceutical products manufacturing
- Power-driven bakery machines (including but not limited to horizontal/vertical dough or batter mixers, dough shooters and cake-cutting band saws)
- Power-driven hoisting apparatus (including but not limited to forklifts, elevators, cranes, derricks, bobcat and skidsteer loaders)
- Power-driven metal-forming, punching or shearing machines
- Power-driven woodworking machines
- Printing operations
- Processing of food products
- Pressure testing
- Roofing operations – work of any kind on or about a roof including work on the ground
- Rubber/synthetic rubber products manufacturing/processing
- Slaughtering or meat packing, processing or rendering (including but not limited to meat slicers, saws or choppers)
- Soldering, welding, brazing, smelting, rolling, flame cutting, or any other types of metal processing
- Synthetic fiber manufacturing
- Spray painting and dipping
- Stone cutting and processing
- Sewing machine operation using needles over 1/16 inch diameter
- Tire recapping, vulcanizing or manufacturing
- Textile machinery operations
- Wrecking, demolition, and shipbreaking

NOTE: For prohibited equipment, "Operation" includes setting up, adjusting, repairing, oiling, cleaning as well as use of the equipment. Any tool which has sharp cutting components, blades or hydraulics is generally prohibited.