

Understanding Child Labor Laws

Your Rights as a Young Worker

MCCTC CBI Program

By the numbers

- Federal Minimum Wage = \$7.25/hour (state laws may have higher minimum)
- Tipped Employees = at least \$2.13/hour + tips must equal **\$7.25/hour for first 40 hours** (state laws may vary)
- Overtime = 1.5 x the regular hourly rate after 40 hours worked
- Paycheck deductions may not bring your wages below minimum wage or overtime pay (e.g., uniforms, unpaid customer bills)
- Most job training must be paid



Dangerous Jobs



Danger! - Prohibited for teens under 18

- Explosives
- Exposure to radioactive materials
- Mining (incl. coal)
- Forestry
- Woodworking machines
- Saws
- Driving
- Meat & poultry packing/processing
- Bakery machines
- Paper processing machines
- Manufacturing of bricks & tiles
- Demolition
- Roofing
- Excavation
- Metal working & shearing
- Operation of power-driven hoists

Age Limits

What non-agricultural jobs can you do when you are under 18?

16–17 years old



Pay

- Federal minimum wage
- Wages + tips = at least min wage
- Overtime



Time Limitations

- No limits



Allowable

- Everything **but** the dangerous jobs

14 –15 years old



Pay

- Federal minimum wage
- Wages + tips = at least min wage



Time Limitations

- Not allowed before 7 a.m. (always)
- **Labor Day – June 1:** not after 7 p.m.
- **June 1 – Labor Day:** not after 9 p.m.
- 3 hrs/day on school days, incl. Fridays
- 18 hrs/week when school is in session (regardless of month)
- 8 hrs/day max on non-school days
- 40 hrs/week max during non-school weeks



Allowable

- Some food service jobs
- Most retail jobs
- Office & cleaning jobs
- Creative work, like singing
- Camp counselor, tutoring, or teaching jobs
- Lifeguarding (15-year-olds only)

Ohio

Work Permit: Mandatory for minors under 16 at any time as well as for 16 and 17 year olds during the school year.

Max number of daily hours, weekly hours, and days per week for:

Under 16: When school is not in session, 8 hours per day, 40 hours per week. When school is in session, 3 hours per day (8 hours on a non-school day), 18 hours per week.

16 and 17: None

Ohio

Night work is not allowed for minors of these ages during these hours:

Under 16: 7 p.m. (9 p.m. June 1 to Sept. 1 and during school holidays of 5 school days or more) to 7 a.m., 7 p.m. to 7 a.m. in door-to-door sales.

16 and 17: 11 p.m. before school day to 7 a.m. on school day (6 a.m. if not employed after 8 p.m. previous night) if required to attend school. 8 p.m. to 7 a.m. in door-to-door sales.

Agriculture Jobs

Jobs in agriculture are different.

What's the difference?

14 or 15 years old

- You **may work** in specific non-hazardous jobs on farms **outside school hours**

16 years or older

- You **may work** in any **farm job** at any time

Note: You may work on your **parents' farm** at **any age** doing any job at any time*

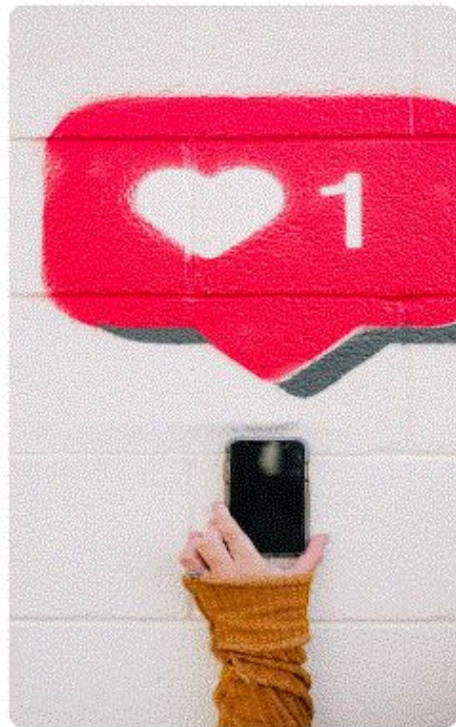


What should you do?

Know the rules-and your rights.

Know what to do

- **Know your rights** and what you legally can do
- **Politely say “no”** when asked to do something illegal or unsafe
- **Be aware** of your surroundings
- **Write down details** of anything that makes you feel unsafe or uncomfortable to have a record
- **Be an advocate**, support each other; report any concerns to a trusted adult or contact us
- **[You can file a complaint](#)** with DOL- it's free and confidential



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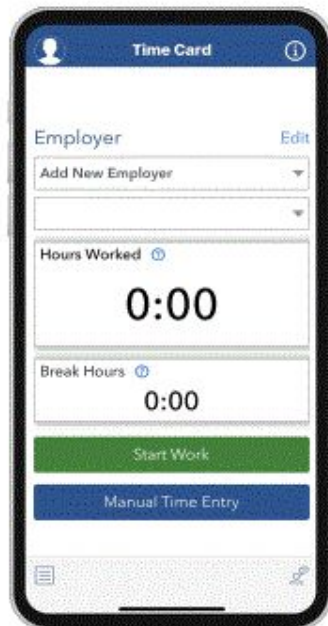
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