

Table of Selected State Child Labor Standards for Children Under 18 in Non-farm Employment

State or other jurisdiction	Maximum daily and weekly hours and days per week for minors of age: <u>a</u>		Nightwork prohibited for minors of age: <u>a</u>	
	Under 16	16 and 17	Under 16	16 and 17
Federal (FLSA)	8-40 non-school day period school day/week: 3-18 <u>b</u>		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Alabama	8-40-6 school day/week: 3-18 <u>c</u>		7 p.m. (9 p.m. during summer vacation) to 7 a.m.	10 p.m. before school day to 5 a.m., if enrolled in school (to age 19) For 16/17 year olds, exemptions may be granted when the individual circumstances are found to be in the best interests of the minor.
Alaska	6-day week school day/week: 9 <u>d</u> - 23	6-day week	9 p.m. to 5 a.m	
Arizona	8-40 school day/week: 3-18 <u>c</u>		9:30 p.m. (11 p.m. before non- school day) to 6 a.m. 7 p.m. to 6 a.m. in door-to-door sales or deliveries	
Arkansas	8-48-6	10-54-6 (for 16 year-olds only; no maximum hours for 17 year-olds)	7 p.m. (9 p.m. before non-school day) to 6 a.m	11 p.m. to 6 a.m. before school day(for 16 year-olds only; no requirements for 17 year-olds)
California	8-40-6 school day/week: 3-18	8-48-6 school day-week: 4- 28 <u>d</u> except 8 before non-school day <u>c</u>	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10 p.m. (12:30 a.m. before non-school day) to 5 a.m.
Colorado	8-40 school day: 6	8-40	9:30 p.m. to 5 a.m. before school day	
Connecticut	8-40-6 in mercantile during periods of school vacation of 5 days or more	Enrolled in and not graduated from a secondary institution. 8-48-6, non- school weeks. school day/week: 6 (8 on Friday, Saturday and Sunday) - 32 in restaurant, recreational, amusement, theater, manufacturing, mechanical, retail, hairdressing, bowling alley, pool hall, or photography gallery establishments. Not enrolled in and not graduated	7 p.m. (9 p.m. July 1 to the first Monday in September) to 7 a.m.	11 p.m. (midnight if school vacation, not prior to a school day, or not attending school) to 6 a.m. in restaurants, recreational, amusement and theater establishments. 10 p.m. (11 p.m. if school vacation, not prior to a school day, or not attending school; midnight in a supermarket of 3,500 square feet or more when no school the next day) to 6 a.m. in manufacturing, mechanical and retail

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		from a secondary institution. 8-48-6 in retail/mercantile establishments. 9-48-6 in restaurant, manufacturing, mechanical, recreation, amusement and theater establishments		establishments. 10 p.m. to 6 a.m. in hairdressing, bowling alley, pool hall, or photography gallery establishments.
Delaware	8-40-6 school day/week: 4-18 <u>f</u>	12 <u>d</u>	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	8 consecutive hours of non-work, non-school time required in each 24-hour day.
Florida	8-40-6 school day: 3 when followed by school day, except if enrolled in vocational program Schoolweek: 15 Minors under 16 may work 8-40 during non-school day or week.	8-30-6 during schoolyear	7 p.m. before school day to 7 a.m. on school day (9 p.m. during holidays and summer vacations to 7 a.m.)	11 p.m. to 6:30 a.m., before school day.
Georgia	8-40 school day: 4		9 p.m. to 6 a.m.	
Hawaii	8-40-6 School day/week: 3-18 <u>c</u>		7 p.m. to 7 a.m. (9 p.m. to 6 a.m. during authorized school breaks).	
Idaho	9-54		9 p.m. to 6 a.m.	
Illinois	8-48-6 school day/week: 3 [8 <u>d</u>]e <u>g</u> - 24		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. <u>h</u>	
Indiana	8-40 school day/week: 3-18 <u>c</u>	8-30 during schoolweek (40 with written parental permission)-6, except if not enrolled in school. 9-30 (48 with written parental permission) during non-school weeks.	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10 p.m. (midnight before non-school day with written parental permission) to 6 a.m., minors of 16 enrolled in school. 10 p.m. to 6 a.m. before school day, minors of 17 (11:30 p.m. with written

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	Under 16	16 and 17	Under 16	16 and 17
		Applies only to minors enrolled in school		parental permission or 1 a.m. with written parental permission up to 2 non-consecutive nights per week).
Iowa	4-28 school day/week: 8-40 in a week when school is not in session		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Kansas	8-40		10 p.m. before school day to 7 a.m.	
Kentucky	8-40 school day/week: 3 (8 on nonschool days) -18	6 (8 Saturday and Sunday) 30, if attending school (40 with parental permission and at least a 2.0 school grade point average)	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10:30 p.m. (1 a.m. Friday and Saturday) to 6 a.m. when school in session.
Louisiana	8-40-6 school day/week: 3-18 ^c		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. Non-graduate (7 p.m.-7 a.m. on any school day, 9 p.m.-7 a.m. on any non-school day)	Non-graduate 16 year old (11 p.m. - 5 a.m. prior to start of school day) Non-graduate 17 year old (12a.m.- 5a.m.) prior to start of any school day.
Maine	8-40-6 (consecutive) in week when school is not in session; 3-18 ⁱ -6 (consecutive) in week when school is in session. ^c	If enrolled in school: 10-50-6 (consecutive) in week when school is not in session; ⁱ 6 (except 8 on last scheduled day of school week)- 24-6 (consecutive) in week when school is in session.	7 p.m. (9 p.m. during summer vacation) to 7 a.m.	If enrolled in school: 10:15 p.m. (12 a.m. before non-school day) to 7 a.m. on day the minor's school is in session, and to 5 a.m. otherwise.
Maryland	8-40 school day/week: 4-23, ^f	12 ^d	8 p.m. (9 p.m. Memorial Day through Labor Day) to 7 a.m.	8 consecutive hours of non-work, non-school day time required in each 24-hour day.
Massachusetts	Maximum hours when School is in session: 18 hours a week	Maximum hours of work - whether or not school is in session: 48 hours a week	Only between 7 a.m. and 7 p.m. during the school year.	Only between 6 a.m. and 10 p.m. (on nights preceding a regularly scheduled school day) - if the establishment stops serving clients or customers at 10:00

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	Under 16	16 and 17	Under 16	16 and 17
	3 hours a day on school days 8 hours a day Saturday, Sunday, holidays 6 days a week Maximum hours when school is not in session: 40 hours a week 8 hours a day 6 days a week	9 hours a day 6 days a week	Only between 7 a.m. and 9 p.m. during the summer (from July 1 through Labor Day). After 8:00 p.m., all minors must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonably accessible to the minor, unless the minor works at a kiosk, cart or stand in the common area of an enclosed shopping mall that has security from 8:00 p.m.	p.m., the minor may be employed until 10:15 p.m. Only between 6 a.m. and 11:30 p.m. (on nights not preceding a regularly scheduled school day). Exception for restaurants and racetracks: only between 6 a.m. and 12:00 midnight (on nights not preceding a regularly scheduled school day). After 8:00 p.m., all minors must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonably accessible to the minor, unless the minor works at a kiosk, cart or stand in the common area of an enclosed shopping mall that has security from 8:00 p.m. until the mall is closed to the public.
Michigan	8-48 Schoolweek: 48 <u>d e</u> (outside of school hours, no earlier than 3:00 pm, Monday - Friday)	10-48-6 Schoolweek: 24 <u>e</u>	9 p.m. to 7 a.m	10:30 p.m. (11:30 p.m. on Fridays, Saturdays and during school vacations) to 6 a.m., if attending school. 11:30 p.m. to 6 a.m., if not attending school.
Minnesota	8-40		9 p.m. to 7 a.m	11 p.m. to 5 a.m. before school day (11:30 p.m. to 4:30 a.m. with written parental permission).
Mississippi	8-44 in factory, mill, cannery or workshop.		7 p.m. to 6 a.m. in factory, mill, cannery or workshop.	
Missouri	8-40-6 school day: 3		7 p.m. (9 p.m. June 1 through Labor Day 10:30 p.m. at regional Fairs or expositions) to 7 a.m.	
Montana	8-40 school day/week: 3-18 <u>b c</u>		7 p.m. (9 p.m. during periods outside the school year (June 1	

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	Under 16	16 and 17	Under 16	16 and 17
			through Labor Day, depending on local standards)) to 7 a.m.	
Nebraska	8-48		8 p.m. to 6 a.m., under 14. 10 p.m. (beyond 10 p.m. before non-school day with special permit) to 6 a.m., 14 and 15.	
Nevada	8-48		----	
New Hampshire	8 on non-school day, 48-hour week during vacation, if enrolled in school. school day/week: 3-23 if enrolled in school.	48-hour week, 6-day week, during vacation, if enrolled in school. 30-hour week, 6-day week, if enrolled in school.	9 p.m. to 7 a.m.	
New Jersey	8-40-6 school day/week: 3-18 <u>c</u>	8-40-6	7 p.m. (9 p.m. from last day of school through Labor Day) to 7 a.m.	11 p.m. to 6 a.m. during school term, with specified variations
New Mexico	8-40 School day/week: 3-18 <u>c</u>		7 p.m. (9 p.m. outside of the calendar school year) to 7 a.m.	
New York	8-40-6 school day/week: 3-18 <u>b</u>	8-48-6 school day/week: 4 before school day, 8 Friday, Saturday, Sunday or holiday-28, if enrolled in school.	7 p.m. (9 p.m. June 21 through Labor Day) to 7 a.m.	10 p.m. (midnight before school days with written permission from both parent and school and before non-school day with written parental consent) to 6 a.m., while school is in session. Midnight to 6 a.m. while school is not in session.
North Carolina	8-40 school day/week: 3-18 <u>b</u>		7 p.m. (9 p.m. during summer vacation) to 7 a.m.	11 p.m. to 5 a.m. before school day while school is in session. Not applicable with written permission from both parent and school.
North Dakota	8-40-6 school day/week: 3-18 if not		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	

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	Under 16	16 and 17	Under 16	16 and 17
	exempted from school attendance.			
Ohio	8-40 school day/week: 3-18		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.	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.
Oklahoma	8-40 in week when school is not in session; 3-18 in week when school is in session, (but 8-hour maximum on non-school days)		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Oregon	8-40 school day/week: 3-18 <u>b</u>	44-hour week (emergency overtime with permit)	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Pennsylvania	8-44-6 school day/week: 4 (8 on non-school day) - 18	8-44-6 28 in schoolweek, if enrolled in regular day school	7 p.m. (10 p.m. during vacation from June to Labor Day) to 7 a.m.	12 p.m. (1 a.m. before non-school day) to 6 a.m., if enrolled in regular day school.
Rhode Island	8-40	9-48, during school year	7 p.m. (9 p.m. during school vacation) to 6 a.m.	11:30 p.m. (1:30 a.m. before non-school day) to 6 a.m., if regularly attending school.
South Carolina	8-40 school day/week: 3-18		7 p.m. (9 p.m. during summer break of the school district in which the minor resides) to 7 a.m.	
South Dakota	8-40 school day/week: 4-20		After 10 p.m. before school day	
Tennessee	8-40 school day/week: 3-18 <u>c</u>		7 p.m. to 7 a.m. (9 p.m. to 6 a.m. before non-school days)	10 p.m. to 6 a.m. (Sunday - Thursday before school days) (midnight with parental permission up to 3 nights a week)

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Texas	8-48		10 p.m. (midnight before non-school day or in summer if not enrolled in summer school) to 5 a.m.	
Utah	8-40 school day: 4		9:30 p.m. to 5 a.m. before school day.	
Vermont	8-40-6, non-school day period. school day/week: 3-18 ^c		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Virginia	8-40, non-school period. school day/week: 3-18 ^c		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Washington	8-40-6 school day/week: 3 (8 Saturday and Sunday) - 16	8-48-6 school day/week: 4 (8 Friday, Saturday and Sunday) - 20. 6-28 with special variance agreed to by parent, employer, student and school	7 p.m. (9 p.m. from June 1st to Labor Day) to 7 a.m. An adult must supervise minors working after 8 p.m. in service occupations, such as restaurants and retail businesses.	10 p.m. Sunday - Thursday (midnight Friday and Saturday and when school is not in session) to 7 a.m. (5 a.m. when school is not in session). 9 p.m. to 7 a.m. in door-to-door sales. An adult must supervise minors working after 8 p.m. in service occupations, such as restaurants and retail businesses.
West Virginia	8-40 non-school day/week period; School day/week: 3-18 ^c		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.. Supervision permit may be issued allowing 14 and 15 year old minors to work until 7:00p.m. when school is not in session.	
Wisconsin	8-40 non-school day period school day/week: 3-18 ^c 8-40-6 School day/week: 4 (8 last school day of week		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m	

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	Under 16	16 and 17	Under 16	16 and 17
	and non-school day) - 18			
Wyoming			10 p.m. (midnight before non-school day and for minors not enrolled in school) to 5 a.m.	
District of Columbia	8-48-6	8-48-6	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10 p.m. to 6 a.m.
Guam	8-40-6 School day: 3-18 or 9 <u>c</u> <u>d</u>	8-40-6 School day: 3-18 or 9 <u>d</u>	7 p.m. (9 p.m. from June 1st through Labor Day) to 7 a.m.	10 p.m. (midnight on non-school nights (Sunday through Thursday, except nights preceeding a holiday during a school week) to 6 a.m.
Puerto Rico	8-40-6 School day: 8 <u>d</u>	8-40-6	6 p.m. to 8 a.m	10 p.m. to 6 a.m.

a State hours limitations on a school day and in a schoolweek usually apply only to those enrolled in school. Several states exempt high school graduates from the hours and/or nightwork or other provisions, or have less restrictive provisions for minors participating in various school-work programs. Separate nightwork standards in messenger service and street trades are common, but are not displayed in table. Some states have exceptions or special conditions for minors engaged in specific employments, such as street trades, recreation and entertainment, and jobs in establishments offering alcoholic beverages for sale.

b Students of 14 and 15 enrolled in approved Work Experience and Career Exploration programs may work during school hours up to 3 hours on a school day and 23 hours in a schoolweek.

c Maximum hours/days when school is not in session:

8 hours daily / 40 hours weekly/ 6 days weekly.

Maximum hours/days when school is in session:

3 hours daily/ 18 hours weekly

d Combined hours of work and school.

e Michigan. A minor under 16 years shall not be employed in an occupation subject to this act for longer than a weekly average of 8 hours per day. Mich. Comp. Laws Ann. § 409.110. Administered by Michigan Department of Education.

f More hours are permitted when school is in session less than 5 days.

g Illinois. Eight hours are permitted on both Saturday and Sunday if minor does not work outside school hours more than 6 consecutive days in a week and total hours worked outside school does not exceed 24.

h Illinois. Minors age 14 or older, employed in recreational or educational activities by a park district or municipal parks and recreation department may work up to 3 hours per school day twice a week until 9 p.m., while school is in session, if the number of hours worked does not exceed 24 a week. Work is permitted until 10 p.m. during summer vacation.

i Maine. Minors under age 18 enrolled in school may work up to 50 hours during any week that school is in session less than 3 days or during the first or last week of the school calendar, regardless of how many days school is in session for the week.

j Wisconsin has no limit during non-school week on daily hours or nightwork for 16-and 17-year-olds. However, they must be paid time and one-half for work in excess of 10 hours per day or 40 hours per week, whichever ever is greater. Also, 8 hours rest is required between end of work and start of work the next day, and any work between 12:30 a.m. and 5 a.m. must be directly supervised by an adult.

Prepared By:

Division of Communications

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U.S. Department of Labor

This document was last revised in January 2018.

The Department of Labor does not administer State laws. Please consult your State's Department of Labor for details on your State's requirements.