



KNOW YOUR RIGHTS

Tips for students with after school or summer jobs

Age 14 or 15

You **may work** in specific jobs, including:

- Most office and retail jobs
- Most restaurant and fast food jobs serving customers
- Properly certified 15 year-olds can work as lifeguards

You **may work outside school hours**:

- Between 7 AM and 7 PM (until 9 PM from June 1st-Labor Day)
- No more than three hours on any school day (including Fridays)
- No more than 18 hours in any school week
- No more than eight hours on any non-school day
- No more than 40 hours in any non-school week

Age 16 or 17

You **may work** any hours in any job not prohibited by law.

Dangerous jobs you **may not work** include:

- Driving or helping a driver
- Operating most power-driven machines, including grinders, mixers, saws, wood chippers, cutting machines, compactors and balers
- Operating forklifts, skid-steers, or other power-driven hoisting equipment
- Using or cleaning power-driven meat processing machines (such as meat slicers)
- Working most jobs in meat and poultry slaughtering and packing plants
- Roofing
- Excavation

Different Rules for Work on Farms

Age 14 or 15

- You **may work** in specific jobs **outside school hours**
- You **may not work** in certain farm jobs prohibited by law as dangerous

Age 16 or 17

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

You may work on your family's farm at any age doing any job at any time

Federal law restricts the **hours** and **jobs** young workers may work, but federal minimum wage and overtime rules **apply equally to all workers**.

Your state, city or county may have different employment laws. Employers must follow the law giving the greatest protection to young workers.

Visit youthrules.gov for more information.

Visit youthrules.gov for more information and resources



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
dol.gov/agencies/whd
1-866-487-9243



Scan for more details
Including the complete
list of jobs youth **may**
and **may not** do