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Informational Sheet for State and Federal Regulations  
EMPLOYERS EMPLOYING TEENAGERS SUBJECT TO COVERAGE OF  
YOUTH EMPLOYMENT STANDARDS ACT 90 of 1978 and FAIR LABOR STANDARDS ACT of 1938  
(General information only. This does not carry the effect of the Law)



(517) 335-6041  
www.michigan.gov/mde

14 and 15 STATE Work Hour Requirements	14 - 15 FEDERAL Work Hour Requirements	STRICTER STANDARD
<p>May be employed between the hours of 7 a.m. and 9 p.m.</p> <p>Shall <b><u>not work or be employed</u></b> during school hours.</p> <p>Limited to working <b><u>no more than</u></b> 10 hours in a day <b><u>with a weekly average</u></b> of 8 hours per day (<b><u>divide total worked hours x 6 - is total number of allowable days</u></b>).</p> <p>Combined school and work hours <b><u>cannot</u></b> exceed 48 hours in a work week when school is in session.</p> <p>Shall <b><u>not</u></b> work more than 48 hours in a week when school is not in session, during <b><u>non-school</u></b> weeks (Christmas break, Summer break, Spring break) – 7 consecutive days</p> <p><b>Shall not work</b></p> <ul style="list-style-type: none"> <li>More than 10 hours in 1 day</li> <li>More than a weekly average of 8 hours per day (<b><u>divide total worked hours x 6 allowable days</u></b>)</li> <li>More than 48 hours combined school and work weekly</li> <li>More than 6 days in one (1) week</li> </ul>	<p>May work between the hours of 7 a.m. and 7 p.m. <b><u>between</u></b> Labor Day and June 1.</p> <p>Shall <b><u>not be employed</u></b> more than 3 hours (after school) on a school day.</p> <p>Shall <b><u>not be employed</u></b> more than 8 hours on a <b><u>non-school</u></b> day or when school is not in session.</p> <p>May work between the hours of 7 a.m. and 9 p.m. <b><u>between</u></b> June 1 and Labor Day.</p> <p>Shall <b><u>not be employed more than</u></b> 18 hours in a school week while school is in session.</p> <p>Shall <b><u>not be employed</u></b> more than 40 hours in a <b><u>non-school</u></b> week.</p>	<p>Federal Standards</p> <p><i>Non-school days such as holidays, snow days, conference days, or any other day recognized by the school on which the minor is not required to attend classes shall not be counted as school hours for the 48 hours combined in a workweek requirement</i></p> <p>Federal Standards stricter unless Work Permit shows more than 30 hours in school. Combined school and work week may not exceed 48 hours <b><u>under State Standard.</u></b></p>
<p><b>16 and 17 STATE Work Hour Requirements</b></p> <p>May be employed between the hours of 6:00 a.m. and 10:30 p.m. Sundays through Thursdays</p> <p>6:00 a.m. and 11:30 p.m. Fridays and Saturdays School vacation period Periods minor is not regularly enrolled in school</p> <p>May is limited to work no more than Six days in 1 week An average of 8 hours per day in 1 week Ten hours in 1 day Subject to subdivision (e), 48 hours in 1 week 24 hours in 1 week, if student and school in session</p>	<p><b>NO 16-17 FEDERAL Work Hour Requirements</b></p> <p>No Federal hour restrictions</p> <p>No Federal work week restrictions</p>	<p><b>STRICTER STANDARD</b></p> <p>State Standards</p> <p>State Standards</p> <p><i>16 and 17 year old minors may work until 11:30 p.m. if they no longer attend school or have "dropped out" of school or on a school vacation period of at least 7 consecutive calendar days</i></p>
<p><b>14-17 STATE Meal/Rest Period Requirements</b></p> <p>A minor <b><u>shall not be</u></b> employed for more than 5 hours continuously without a documented (recorded in time records) and uninterrupted interval of at least 30 consecutive minutes or more meal and/or rest period</p>	<p><b>NO 14-17 FEDERAL REQUIREMENTS</b></p> <p>No Federal meal and/or rest period requirement</p>	<p><b>STRICTER STANDARD</b></p> <p>State Standards</p>

14-17 STATE Adult Supervision Requirements	NO 14-17 FEDERAL REQUIREMENTS	STRICTER STANDARDS					
<p>A minor <b><i>shall not be</i></b> employed unless the employer or an employee who is 18 years of age or older is present, <b><i>at all times</i></b>. The same requirement exists for the employment of a minor, at a fixed site, in an occupation that involves cash transactions after sunset or 8 p.m., whichever is earlier.</p>	<p>No Federal requirements for adult supervision</p>	<p>State Standards</p>					
14-17 STATE Work Permit Requirements	NO 14-17 FEDERAL REQUIREMENTS	STRICTER STANDARDS					
<p>A minor shall not be employed until the person proposing to employ the minor procures from the minor <b><i>and</i></b> keeps on file at the fixed location at the place of employment a copy of</p> <p style="padding-left: 20px;">A work permit or written co-op/training agreement between employer and school minor attends, OR  Proof of emancipation, OR  Proof of completion of graduation for 16/17 minors, OR  Proof of passing the G.E.D. for 16/17 minors, OR  Approved Application for Performing Arts Authorization</p>	<p><b>Proof of age required</b>  No Federal Work Permit requirements</p>	<p>State Standards</p>					
<p>Michigan Minimum Wage Rate <b><i>does not</i></b> apply to minors less than 16 years of age.</p> <p>Michigan Minimum Wage allows \$4.25 per hour training wage for newly hired 16 to 19 age employees for the first 90 days of employment.</p> <p>Michigan Minimum Wage allows 16 to 17 years of age to be paid 85% of the minimum hourly wage rate <b><i>unless</i></b> the Federal minimum rate <b><i>is greater</i></b> than Michigan's 85% rate <b><i>then</i></b> the Federal rate <b><i>is required to be paid</i></b>.</p> <p>Michigan's Minimum Wage Rate:</p> <table border="1" data-bbox="44 1149 716 1182"> <tr> <td>Effective July 24, 2009</td> <td>\$7.40</td> <td>\$7.25* (85%)</td> </tr> </table>	Effective July 24, 2009	\$7.40	\$7.25* (85%)	<p>Federal minimum hourly wage rate is \$7.25 as of July 24, 2009.</p> <p>Federal allows \$4.25 per hour training wage for newly hired employees under 20 years of age for the first 90 consecutive calendar days of employment.</p> <p>Federal Minimum Wage Rate:</p> <table border="1" data-bbox="716 1149 1409 1182"> <tr> <td>Effective July 24, 2009</td> <td>\$7.25</td> </tr> </table>	Effective July 24, 2009	\$7.25	<p>Federal Standards</p> <p>Federal Standards</p> <p>*Federal Standard for minors paid less than Michigan's minimum rate.</p> <p>State standard for minors paid Michigan's minimum rate.</p>
Effective July 24, 2009	\$7.40	\$7.25* (85%)					
Effective July 24, 2009	\$7.25						

*The Federal Fair Labor Standards Act (FLSA), in general, covers businesses that gross over \$500,000.00 annually OR individuals who are involved in interstate commerce.*

*The State of Michigan has sole jurisdiction over employers who employ in Michigan at any one (1) time in a calendar year, 2 or more individuals, at least 16 years of age or older (work must be performed at fixed site).*

*If employer **is not** covered by the Fair Labor Standards Act (FLSA), then Michigan has sole jurisdiction and employer must follow Michigan's Minimum Wage Law Act 154 of 1964.*

*If employer is dually covered, the Fair Labor Standards Act (FLSA) **and** State of Michigan, Minimum Wage and Overtime Public Act 154 of 1978, **only the stricter state standards apply.** Contact Wage & Hour regarding the Payment of Wages and Fringe Benefits, Minimum Wage and Overtime (517) 322-1825*

It is the policy of the Michigan Department of Education that no person on the basis of race, color, religion, national origin or ancestry, age, sex, height, weight, marital status, or disability shall be subjected to discrimination in any program, service, or activity for which it is responsible, or for which it receives financial assistance from the U. S. Department of Education. For further information, contact the Civil Rights Coordinator, Office of Career and Technical Education, P.O. Box 30712, Lansing, MI 48909. (517) 241-2091



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**Informational Sheet**  
Youth Employment Standards Act 90 of 1978, as amended  
**TEENAGER'S EMPLOYMENT IN MICHIGAN**

*(It does not include all the provisions of Public Act 90 of 1978; Public Act 390 of 1978 and Public Act 154 of 1964)*

**AGE OF EMPLOYMENT**

- Minimum age of employment for most jobs is 14 years of age
- A youth 11 years of age or older may be employed as a golf caddy, bridge "caddy", or sports referee under certain conditions
- A youth 13 years of age or older may be employed in trap setting or farming operations involving corn detasseling, hoeing, or similar work involved in the production of seed

**WORK PERMITS**

- Teenagers must have a work permit before starting work, unless exempt from the Youth Employment Standards Act
- The teenager and parent/legal guardian completes "Section I" portion of the work permit and then teenager takes the work permit to employer to complete "Section II" – the intent to employ portion of the work permit; and then the teenager returns with the work permit to the school and must get the school's approval and finally return the work permit to the employer before starting work.

**EXEMPTIONS:** - The work permit, hours and hazardous work regulations do not apply to:

1. A 16/17 year old minor who has passed the G.E.D. test\*
2. A 17 year old minor who has passed the G.E.D. test\*
3. An emancipated minor (i.e., married)\*
4. Employment under a contract between the employer and school board (i.e., a co-op student)\*
5. Employment in a business owned and operated by the parent
6. Work on a farm planting, cultivating, or harvesting crops or tending livestock

**\*Documentation of exemption must be on file at place of minor's employment worksite\***

**HOURS AND BREAKS**

- Work cannot exceed 6 days in a week – 10 hours in 1 day – an average of 8 hours a day for the week
- Work cannot exceed 48 hours if the minor is not attending school
- Workers under 18 may not work more than five (5) continuous hours without a documented and uninterrupted 30 minute break
- 14 and 15 year old minors can work between 7:00 a.m. and 9:00 p.m. outside of school hours (Federal law is more restrictive and may apply to some businesses ( [www.dol.gov](http://www.dol.gov) )
- 16 and 17 year old minors can work between 6:00 a.m. and 10:30 p.m. Sunday through Thursday and 6:00 a.m. and 11:30 p.m. on Friday and Saturday during the school year
- 16 and 17 year old minors can work between 6:00 a.m. and 11:30 p.m. during school vacation periods and when the minor is not regularly enrolled in school (Christmas break, Spring break, Summer break)
- **16 and 17 year old student in school and school is in session may work up to 24 hours in 1 week (effective October 18, 2011)**
- Special hours apply to agricultural processing, corn detasseling, hoeing, or similar work involved in the production of seed

**HAZARDOUS OCCUPATIONS**

**TEENAGERS CANNOT BE EMPLOYED IN:**

- Vehicle drivers (i.e., pizza delivery) and work as an outside helper on a vehicle
- Construction site work involving construction, excavation, street, highway, or bridge construction or demolition (16 and 17 year olds may do construction work under special approved conditions – general clean up only on an inactive site/project)
- Occupations using lead paint, lead solder, varnish, or hazardous cleaners and solvents
- Slaughtering, butchering, and meat cutting
- Operation of elevators, hoisting equipment, and power industrial trucks
- Occupations using power driven equipment, tools, and machinery (i.e., power saws)
- Occupations involving the use of power operated food-processing machines (i.e., mixers, meat slicers)
- Occupations involving the use of chef, boning, butcher, meat cleaver, filet, skinning, or machete knives

**MINORS 14 YEARS AND 15 YEARS OF AGE**

- May not work in occupations involving brazing, welding, soldering, heat-treating, ore reduction, and casting metals
- Cannot operate power driven lawnmowers
- Cannot use ladders, scaffolding, or their substitutes
- Cannot work in the part of the business where alcohol is consumed (*Info Liquor Control Commission Regulations 517-322-1400*)

**MINORS 14 YEARS TO 17 YEARS OF AGE**

- Cannot sell, serve or furnish alcoholic beverages (*Information on Liquor Control Commission Regulations 517-322-1400*)
- May be employed where alcoholic beverages are sold/consumed if food sale or other goods is at least 50% of total gross receipts

**MINORS MUST BE SUPERVISED – at all times – BY AN INDIVIDUAL – at least – 18 YEARS OF AGE**