

AGE SPECIFIC GUIDELINES FOR THE EMPLOYMENT OF CHILDREN IN WEST VIRGINIA

13 year olds may

- Baby sit
- Engage in agricultural activities
- Deliver Newspapers
- Be an actor or performer
- Work for parents in their solely owned business

No permits required *excluded hazardous occupations

Employment Requirements for 14 & 15 year olds

Work Permit Required

Entitled to a 30 minute lunch after five hours of work

Work restricted to non hazardous occupations

Prohibited from working in a bar or other establishment where the primary business activity involves selling, dispensing or serving alcohol

Work Hours Limited

WHILE SCHOOL IS IN SESSION

May not work:

- more than 3 hrs per day
- more than 18 hrs per week
- before 7:00 am or after 7:00 pm
(without supervision permit)
- during normal school hours

SUMMER EMPLOYMENT

May not work:

- more than 8 hrs per day
- more than 40 hrs per week
- before 7:00 am or after 9:00 pm
(without supervision permit)

Home schooled children are also restricted from working during normal school hours.

16 & 17 year olds

Age certificates may be required by employer, Not a requirement of law

- an age certificate may be required by the employer as proof of age
- work hours unrestricted
- may participate in volunteer fire activities
- may participate in fighting forest fires (as part of junior forest fire crew)
- prohibited from working in a bar or other establishment where the primary business activity involves the selling, dispensing or serving of alcohol
- may not drive a motor vehicle as a principal part of their employment or for delivery purposes
- work limited to age appropriate non hazardous occupations (as determined by the Commissioner of Labor)

For additional information contact: The West Virginia Division of Labor
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