

CHILD LABOR LAWS

Teen Work Hour Restrictions

Employers of minors who are 14, 15, 16 or 17 years of age are required by law to post the maximum number of hours minors may be permitted to work in each day of the week. The information must be posted in a conspicuous place or in places where notices are customarily posted. For additional copies of this poster or for further information, please visit www.in.gov/dol/childlabor.htm.

14 and 15 year olds

Please compare federal and state laws in the following chart:

Indiana State law for 14 and 15 year olds	Federal law for 14 and 15 year olds
<ul style="list-style-type: none">• 3 hours per school day, and 8 hours on Fridays that are school days• 8 hours per non-school day, and Fridays that are school days• 18 hours per school week• 40 hours per non-school week• They may not work before 7:00 a.m. or after 7:00 p.m.• May work until 10:00 p.m. on nights not followed by a school day	<ul style="list-style-type: none">• 3 hours per school day• 8 hours per non-school day• 18 hours per school week• 40 hours per non-school week• They may not work before 7:00 a.m. or after 7:00 p.m., but may work until 9:00 p.m. from June 1st through Labor Day

The Department of Labor recommends that you contact your attorney before allowing 14 and 15 year olds to work these extended hours!

16 Year Olds

Your work permit allows you to work

- 8 hours per day
- 30 hours per school week
- No more than 6 days per week
- Not before 6:00 a.m.
- Until 10:00 p.m.

With parental permission you may work

- 9 hours per day
- 40 hours per school week
- 48 hours per non-school week
- Until 11:00 p.m. on nights followed by a school day
- Until 12:00 a.m. on nights not followed by a school day

17 Year Olds

Your work permit allows you to work

- 8 hours per day
- 30 hours per school week
- No more than 6 days per week
- Not before 6:00 a.m. on school days
- Until 10:00 p.m. on nights followed by a school day
- No restricted end time on days not followed by a school day

With parental permission you may work

- 9 hours per day
- 40 hours per school week
- 48 hours per non-school week
- Until 11:30 p.m. on nights followed by a school day, or
- Until 1:00 a.m. on nights followed by a school day
 - No more than twice/week; not consecutively

Breaks Requirements For Minors

Workers under the age of 18 who work 6.0 hours or more are required to take 30 minutes of documented breaks. The minor may take one or two breaks totaling 30 minutes.

Working Before 6:00 a.m. Or After 10:00 p.m.

Workers under the age of 18 must be accompanied by a co-worker who is at least 18 years of age when working before 6:00 a.m. or after 10:00 p.m. in an establishment that is open to the public

Working During School Hours

14 and 15 year olds may not work on a school day after 7:30 a.m. and before 3:30 p.m.
16 and 17 year olds may not work during school hours unless they have documented school permission.

Graduates/Withdrawn From School

16 and 17 year olds who have graduated or withdrawn from high school may work unlimited hours. Documentation must be in personnel files.



Indiana Department of Labor / Bureau of Child Labor
402 West Washington Street, Room W195, Indianapolis, Indiana 46204
Phone: (317) 232-2655 • Fax: (317) 233-3790 • TT Voice: 1-800-743-3333
E-Mail: childlabor@dol.in.gov • Web: www.in.gov/dol/childlabor.htm

