

Summary of New York State Child Labor Law,
Permitted Working Hours for Minors Under 18 Years of Age

Age of Minor Girls and Boys	Industry or Occupation	Maximum			Permitted Hours
		Daily Hours	Weekly Hours	Days per Week	
Attending School, When school is in session: 14 and 15	All occupations except farm work, newspaper carrier and street trades.	3 hours on school days. 8 hours on other days.	18 ¹	6	7 AM to 7 PM
16 and 17	All occupations except farm work, newspaper carrier and street trades.	4 hours on days preceding school days: Monday, Tuesday, Wednesday, Thursday. ² 8 hours on: Friday, Saturday, Sunday and Holidays. ⁴	28 ⁴	6 ⁴	6 AM to 10 PM ³
Attending School, When school is not in session (vacation): 14 and 15	All occupations except farm work, newspaper carrier and street trades.	8 hours	40	6	7 AM to 9 PM June 21 to Labor Day
16 and 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ⁴	48 ⁴	6 ⁴	6 AM to Midnight ⁴
Not Attending school: 16 AND 17	All occupations except farm work, newspaper carrier and street trades.	8 hours ⁴	48 ⁴	6 ⁴	6 AM to Midnight ⁴
Farm Work: 12 and 13	Hand harvest of berries, fruits and vegetables.	4 hours			June 21 to Labor Day, 7 AM to 7 PM. Day after Labor Day to June 20, 9 AM to 4 PM.
14 to 18	Any farm work				
Newspaper Carriers: 11 to 18	Delivers, or sells and delivers newspapers, shopping papers or periodicals to homes or business places.	4 hours on school days. 5 hours on other days.			5 AM to 7 PM or 30 minutes prior to sunset, whichever is later
Street Trades: 14 to 18	Self-employed work in public places selling newspapers or work as a bootblack.	4 hours on school days. 5 hours on other days.			6 AM to 7 PM

¹Students 14 and 15 enrolled in an approved work/study program may work 3 hours on a school day, 23 hours in any one-week when school is in session.

²Students 16 and 17 enrolled in an approved Cooperative Education Program may work up to 6 hours on a day preceding a school day other than a Sunday or Holiday when school is in session, as long as the hours are in conjunction with the Program.

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³6 AM to 10 PM or until midnight with written parental and educational authorities consent on a day preceding a school day and until midnight on day preceding a non-school day with written parental consent.

⁴This provision does not apply to minors employed in resort hotels or restaurants in resort areas.

Additional Child Labor Law Information

The Employer must post a schedule of work hours for minors under 18 years old in the establishment. An Employment Certificate (Working Paper) is required for all employed minors under 18 years old.

Penalties for Child Labor Laws violations:

- First violation: maximum \$1,000*
- Second violation: maximum \$2,000*
- Third or more violations: maximum \$3,000*

*If a minor is seriously injured or dies while illegally employed, the penalty is three times the maximum penalty.

Also, Section 14A of the Workers' Compensation Law provides double compensation and death benefits for minors illegally employed.

Note: There are many prohibited occupations for minors in New York State.

For more information about New York State Child Labor Laws and provisions please visit the Department of Labor's website at <http://www.labor.ny.gov>. If you have questions, please send them to one of the offices listed below at:

New York State Department of Labor, Division of Labor Standards:

Albany District State Office Campus Bldg. 12 Room 185A Albany, NY 12240 (518) 457-2730	Buffalo District 290 Main Street Room 226 Buffalo, NY 14202 (716) 847-7141	Garden City District 400 Oak Street Suite 101 Garden City, NY 11530 (516) 794-8195	New York City District 75 Varick Street 7th Floor New York, NY 10013 (212) 775-3880
Rochester Sub-District 276 Waring Road Room 104 Rochester, NY 14609 (585) 258-4550	Syracuse District 333 East Washington Street Room 121 Syracuse, NY 13202 (315) 428-4057	White Plains District 120 Bloomingdale Road White Plains, NY 10605 (914) 997-9521	

Minors Work Schedule SAMPLE

It is **AGAINST THE LAW** to have a minor working outside of the schedule listed below.

If a minor is to work hours that differ from the schedule, the schedule **MUST** be updated.

Sample Schedule:

NAME	SUNDAY			MONDAY			TUESDAY			WEDNESDAY			THURSDAY			FRIDAY			SATURDAY		
	Start	End	*Meal Period	Start	End	*Meal Period	Start	End	*Meal Period	Start	End	*Meal Period	Start	End	*Meal Period	Start	End	*Meal Period	Start	End	*Meal Period
Sally Sample	12p	6:15p	30 min	3:30p	7:30p	0	3:30p	7:30p	0							3:30p	8:30p	0			

*An employee who works a shift of more than six hours, is entitled to at least thirty minutes off for a meal period.