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www.michigan.gov/mde

Informational Sheet

Youth Employment Standards Act 90 of 1978, as amended
TEENAGER'S EMPLOYMENT IN MICHIGAN
(Refer to Youth Employment Standards Act, Public Act 90 of 1978)

14 Minimum Age of Employment

Work Permit

- Must be current, age and color appropriate on file at fixed location/work site place of employment **prior to** beginning work
- **Section I** completed by minor and parent/guardian (in its entirety); and,
- **Section II** completed by employer or representative proposing to employ minor (in its entirety); and
- **Section III** completed by school issuing officer only upon application **in person** by minor desiring employment and after having examined, approved and copy work permit placed in minor's permanent school file

Work Permit Exemptions

Work permit **do not** apply if:

- 16/17 year old has successfully passed G.E.D. test **and** provided proof of successful completion **prior to** employment
- 16/17 year old has completed high school graduation requirements **and** provided proof of diploma **prior to** employment
- 16/17 year old emancipated has provided proof to employer **prior to** employment (i.e., marriage certificate, etc.)
- Signed and dated written agreement/contract entered into between employer and governing body of the school district, etc.
- Employment in a business owned (sole, partner or stockholder) **and** operated by minor's parent/guardian if parent/guardian devotes substantially all of his/her working hours to the operation of the business

Adult Supervision

Minors under the age of 18 **may not** work

- Unless the employer or employee of the employer 18 years or older provides supervision;
- In an occupation that involves a cash transaction after sunset or 8 pm, **whichever is earlier**, at a fixed location **unless** employer or employee of the employer 18 years or older is present at the fixed location during those hours

Hours

Minors required by law to attend school, may only perform work outside school hours (i.e., after 3:00 pm)

Minors under the age of 18 **may not** work

- More than 6 days in one (1) week;
- More than an average of 8 hours per day in one (1) week;
- More than 5 hours continuously without 30 minutes or more documented and uninterrupted meal/rest period;

Minors 16/17 years

- May be employed no earlier than 6:00 am and no later than 10:30 pm (Sunday-Thursday);
- May be employed no earlier than 6:00 am and no later than 11:30 pm (Friday-Saturday) and (During Summer, Winter, Christmas school vacation at least 7 calendar days Sunday – Saturday)
- May work no more than 24 hours per week when school is in session (whether home/cyber/virtual/on-line school, etc.)
- May work no more than 48 hours per week when school is not in session (Spring, Summer, Winter/Christmas vacation - at least 7 calendar days Sunday – Saturday)

Minors 14/15 years

- May be employed no earlier than 7:00 am and no later than 7:00 pm (September Labor day – June 1st)
- May be employed no earlier than 7:00 am and no later than 9:00 pm (June 1st – September Labor day)
- May be employed no more than 18 hours a week during a school week
- May be employed no more than 3 hours a day, outside school hours, on school day (Monday – Friday)

Alcohol

Minors under the age of 18 cannot sell, serve or furnish alcoholic beverages

Minors under the age of 16 may not be employed in establishments where alcoholic beverages are sold or consumed for consumption on the premises

Minors shall not be employed in, about, or in connection with an occupation that is hazardous or injurious to the minor's health or well-being including but not limited to
(Youth Peddling, Door-to-Door sales, and Street sales for profit making companies)
(Use of Chef, Boning, Butcher, Meat Cleaver, Filet, Skinning, or Machete knives)
(Hot Grease or Oil when the temperature exceeds 100 degrees Fahrenheit)

Hazardous Occupations

(Under the age of 18)

The term "operation" as used in HO's 5, 8, 10, 11, 12 and 14 includes the tasks of setting up, adjusting, repairing, oiling, and cleaning the equipment

- HO 1 – Manufacturing or storing explosives
- HO 2 – Driving a motor vehicle or work as an outside helper on motor vehicles
- HO 3 – Coal mining
- HO 4 – Logging and sawmilling
- HO 5 – Power-driven woodworking machines
- HO 6 – Exposure to radioactive substances and ionizing radiation
- HO 7 – Power-driven hoisting apparatus
- HO 8 – Power-driven metal-forming, punching and shearing machines
- HO 9 – Mining, other than coal
- HO 10 – Power-driven meat-processing machines, slaughtering and meat packing plants
- HO 11 – Power-driven bakery machines
- HO 12 – Power-driven paper-products machines, scrap paper balers, and paper box compactors
- HO 13 – Manufacturing of brick, tiles and related products
- HO 14 – Power-driven circular saws, band saws and guillotine shears
- HO 15 – Wrecking, demolition, and shipbreaking operations
- HO 16 – Roofing occupations and work on or about a roof
- HO 17 – Trenching and excavation operations

Minors 14/15 years **may not** do

- Manufacturing and Mining
- Meat slaughtering, processing, and packaging
- Meat slicers, saws and meat choppers (including restaurants and delicatessens) occupations
- Operating power-driven equipment
- Transportation and Communications
- Warehousing and storage
- Construction
- Work in or about boiler or engine rooms
- Maintenance or repair of a building or equipment
- Work in freezers and meat coolers
- Outside window washing
- Baking such as vertical dough mixers, batter mixers (including most countertop models) dough rollers and dough sheeters
- Work involving power-driven food slicers and grinders, choppers or cutters and bakery mixers
- Loading and unloading goods to and from trucks, railcars or conveyors
- Work in areas where meats are prepared for sale

EMPLOYER'S RECORD KEEPING REQUIREMENTS

- Work permit or Work Based Learning agreement or contract signed and dated between employer and school
- Copy of certification - successfully passing G.E.D. test or high school requirements - diploma
- "State Approved" Application for General Hours and Individual Application for Hours Deviation for 16 and 17 year old minors
- Starting and Ending documented and uninterrupted meal/rest period of 30 minute or more
- Posting Requirement – at the work site
- Required Michigan Minimum Wage Law Poster – posted at the work site
- Employee name, address, birth date – occupation/classification – rate of pay – total hours worked **AND** total hours paid each pay
- Total daily hours worked – starting/ending time worked each day and starting/ending meal/rest period
- Itemization of fringe benefits (1 listing for 10 or more employees)
- Separate earning statement of itemization of deductions made each pay period
- Furnish each employee at the time of payment of wages a retainable and detachable earning statement indicating
 1. Hours worked by the employee
 2. Gross wages paid
 3. Identification of the pay period for which payment is being made
 4. Itemization of deductions

TIPPED EMPLOYEES

Signed and dated tip statement received each pay period **AND** Itemization of credits taken for tips each pay period

Wage and Hour Program

Workforce Opportunity Wage Act – Minimum Wage

www.michigan.gov/wagehour • (517) 322-1825 Toll Free 1-855-4MI-WAGE (1-855-464-9243)

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 (2015)

