RICK SNYDER
GOVERNOR

Guidelines for Employing Minors
Under the Age of 18
Youth Employment Laws

United States Department of Labor
Wage and Hour Division
www.wagehour.dol.gov
Toll Free: 1-866-4US-WAGE

Michigan Department of Education
Office of Career and Technical Ed.
www.michigan.gov/mde
Phone: 517-335-6041

In cases where both Federal and State laws are applicable, ***the employer must observe the stricter, more stringent standard***. For more information on the Michigan Youth Employment Standards Act 90 of 1978, contact (517-335-6041, Office of Career and Technical Education. For more information on the Fair Labor Standards Act, contact (313-309-4500), U.S. DOL, Wage and Hour Division. ***(This is general information and does not carry the effect of the Law)***

AGE	FEDERAL REQUIREMENTS	STATE REQUIREMENTS	STRICTER
14/15 Years	May be employed between 7 am and 7 pm (Labor Day-June 1). May be employed between 7 am and 9 pm (June 1-Labor Day). No more than 3 work hours on school days (Monday – Friday) ***outside school hours*** (i.e., after 3:00 pm) No more than 8 work hours on non-school days. No more than 18 hours a week during a school week. No more than 40 work hours a week during non-school weeks.	May be employed between 7 am and 9 pm.	Federal Federal (based on the local public school in the area minor is residing while employed even if minor does not attend the public school).
16/17 Years	No hour restrictions.	No earlier than 6:00 am and no later than 10:30 pm (Sunday-Thursday). No earlier than 6:00 am and no later than 11:30 pm (Friday-Saturday) (during school vacation at least 7 calendar days in length Sun-Sat). No more than an average of 8 hours per day 1 week. No more than 24 work hours per week when school is in session. No more than 48 work hours per week when school is not in session. No more than 6 days in one (1) week.	State State State
Meal/Rest Periods	No meal/rest period requirements.	No more than 5 hours continuously without an interval of at least 30 minutes or more documented and uninterrupted meal/rest period.	State
Adult Supervision	No adult supervision requirements.	Not be employed unless employer or employee of employer age 18 years or older provides supervision. Not be employed in a cash transaction, after sunset or 8 pm, whichever is earlier, at fixed location unless employer or employee of employer age 18 years or older is present at fixed location. Adult supervision must ensure immediate assistance is available at all times.	State
Work Permits	No work permit requirement.	Minor shall not be employed until the person proposing to employ minor procures from the minor and keeps on file at the minor's place of employment a current and valid age and color appropriate, front and back Combined Offer of Employment and Work Permit/Age Certificate 1) ***UNDER 16***, *CA-6 pink, front and back,* 2) ***16 and 17***, *CA-7 yellow, front and back*	State

Refer to Department of Licensing and Regulatory Affairs (LARA)
Payment of Wages & Fringe Benefits
www.michigan.gov/documents/cis/MWPosting.Optional_9_25_06_single_page_173925_7.pdf