



BASIC NEW YORK STATE CHILD LABOR LAWS

dol.ny.gov/know-your-rights

WE ARE YOUR DOL



KNOW YOUR RIGHTS

- ☒ You must be paid on the designated payday for all hours worked for the previous pay period.
- ☒ You can be paid by check, paycard, or cash.
- ☒ You must receive a paystub with every payment of wages.
- ☒ Your employer must keep track of your hours. NYSDOL recommends you also keep track of your hours.
- ☒ Your employer will keep your working papers at the worksite. The posted schedule of hours must highlight the minors so that they are easily identified.

MINORS CANNOT PERFORM THE FOLLOWING TASKS

14- TO 15-YEAR-OLDS:

- Factory work
- Cooking or baking with certain tools/appliances
- Work at facilities for the mentally ill

14- TO 17-YEAR-OLDS (ALL MINORS):

- Construction, logging, meat packing, mining, etc.
- Operating certain power-driven equipment or machinery
- Work with exposure to radioactive or poisonous substances
- Production of bricks or handling of explosives

- Most transportation, warehousing, or storage
- Work in prisons and correctional facilities

In places where alcohol is consumed and served, minors cannot serve alcohol. If minors handle containers where alcohol may have been served, they require direct supervision by someone over 21 years old. In places where alcohol is sold, but not consumed on premises, the sale must be supervised by someone over the age of 18.

WORKING HOURS DURING SCHOOL

14- AND 15-YEAR-OLDS

- Up to 3 hours on school days
- Up to 8 hours on non-school days
- No more than 18 hours or 6 days per week
- Work hours can be between 7 AM and 7 PM

15- AND 17-YEAR-OLDS

- Up to 4 hours Monday - Thursday
- Up to 8 hours Friday - Sunday and holidays
- Work hours can be between 6 AM and 10 PM on school nights; 6 AM and 12 AM on non-school days

WORKING HOURS DURING SCHOOL BREAKS

14- AND 15-YEAR-OLDS

- Up to 8 hours per day
- No more than 40 hours or 6 days per week
- Work hours can be between 7 AM and 9 PM

16- AND 17-YEAR-OLDS

- Up to 8 hours per day
- No more than 48 hours or 6 days per week
- Work hours can be between 6 AM and 12 AM

The New York State Department of Labor is an Equal Opportunity Employer/Program.

Auxiliary aides and services are available upon request and free of charge to individuals with disabilities TTY/TDD 711 or 1-800-662-1220 (English) / 1-877-662-4886.