# Child Labor Laws in Massachusetts

## Legal Work Hours for Minors

14 & 15 Year Olds

<table>
<thead>
<tr>
<th>Work Hours During the school year:</th>
<th>Maximum Hours When school IS in session:</th>
<th>Maximum Hours When school IS NOT in session:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Only between 7 am and 7 pm</td>
<td>• 18 hours per week</td>
<td>• 40 hours per week</td>
</tr>
<tr>
<td>• Not during school hours</td>
<td>• 3 hours per day on school days</td>
<td>• 8 hours per day</td>
</tr>
<tr>
<td><strong>During the summer</strong> (July 1—Labor Day):</td>
<td>• 8 hours per day on weekends and holidays</td>
<td>• 6 days per week</td>
</tr>
<tr>
<td>• Only between 7 am and 9 pm</td>
<td>• 6 days per week</td>
<td></td>
</tr>
</tbody>
</table>

16 & 17 Year Olds

<table>
<thead>
<tr>
<th>Work Hours ALL year round:</th>
<th>Maximum Hours ALL year round:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Only between 6 am and 10 pm on</td>
<td>• 48 hours per week</td>
</tr>
<tr>
<td>nights preceding a regularly</td>
<td>• 9 hours per day</td>
</tr>
<tr>
<td>scheduled school day</td>
<td>• 6 days per week</td>
</tr>
<tr>
<td>• If the establishment stops</td>
<td>After 8 pm, all minors must</td>
</tr>
<tr>
<td>serving customers at 10 pm, the</td>
<td>be directly supervised by an</td>
</tr>
<tr>
<td>minor may be employed until 10:15</td>
<td>adult who is located in the</td>
</tr>
<tr>
<td>pm</td>
<td>workplace and who is</td>
</tr>
<tr>
<td>• Only between 6 am and 11:30 on</td>
<td>reasonably accessible.</td>
</tr>
<tr>
<td>nights not preceding a regularly</td>
<td>(With the exception of minors</td>
</tr>
<tr>
<td>scheduled school day, except in</td>
<td>who work at kiosks in the</td>
</tr>
<tr>
<td>restaurants and race tracks until</td>
<td>common areas of some malls.)</td>
</tr>
<tr>
<td>midnight</td>
<td></td>
</tr>
</tbody>
</table>

All teens under 18 must get a Work Permit from the school district where they live or go to school. For more information, visit the website of the Division of Occupational Safety at: www.mass.gov/dos/youth.

### Persons under 16 may NOT:

- Operate power-driven machinery (except office machines or machines in retail or food service not otherwise prohibited)
- Cook (except on electric or gas grills that do not have open flames)
- Operate fryolators, rotisseries, NEICO broilers, or pressure cookers
- Operate, clean, or repair power-driven food slicers, grinders or choppers
- Perform any baking activities
- Operate microwave ovens (except to heat food in microwave ovens with a maximum capacity of 140 degrees Fahrenheit)
- Clean kitchen surfaces that are hotter than 100 degrees Fahrenheit
- Filter, transport, or dispose of cooking oil or grease hotter than 100 degrees Fahrenheit
- Work in freezers or meat coolers
- Work in a manufacturing facility (e.g., a factory)
- Work on ladders or scaffolds
- Work in garages, except dispensing gas and oil
- Work in brick or lumber yards
- Work in amusement places (e.g., pool or billiard room, or bowling alley)
- Work in barber shops
- Work in construction, transportation, communications, or public utilities (except doing clerical work away from heavy machinery off the job-site)
- Work in warehouses (except doing clerical work)
- Load or unload trucks, railroad cars, or conveyors
- Wash windows in public or commercial buildings if the window sill is more than 10 feet above the ground
- Work doing laundry in a commercial laundry or dry cleaning establishment
- Work as a message carrier
- Work at processing operations (e.g., in meat, fish, or poultry processing or cracking nuts, bulk or mass mailing)
- Work around boilers or in engine rooms
- Do industrial homework
- Work with dangerous electrical machinery or appliances
- Work that is determined by the Massachusetts Attorney General to be dangerous to the health and well-being of minors
- Work in any of the occupations or tasks prohibited for persons under age 18

### Persons UNDER 14 may NOT WORK!

There are a few exceptions to this, such as babysitting, working as news carriers, on farms, and in entertainment (with a special permit).

### For questions about wages or the child labor laws:
- Massachusetts Office of the Attorney General
  - Fair Labor and Business Practices Division
  - www.ago.state.ma.us - (617) 727-3465
- U.S. Department of Labor, Wage and Hour Division
  - www.dol.gov/whd - (617) 624-6700

### For questions about workers’ compensation:
- Massachusetts Department of Industrial Accidents
  - www.mass.gov/dia - (800) 323-3249 x470

### For questions about health and safety:
- U.S. Department of Labor
  - Occupational Safety & Health Administration
  - www.osha.gov
- Massachusetts Office of the Attorney General
  - Massachusetts Department of Public Health
  - Occupational Health Surveillance Program
  - www.mass.gov/dph/osph - (617) 624-5632

### Resources for More Information:
- Massachusetts Department of Public Health’s Teens at Work Injury Surveillance and Prevention Project
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  - www.mass.gov/dph/osph - (617) 624-5632

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*This is a compilation of state and federal child labor laws. The most protective laws are presented here and apply to all employers in agricultural industries and student learners participating in cooperative education programs.*

*This poster was prepared by the Massachusetts Department of Public Health’s Teens at Work Injury Surveillance and Prevention Project and the Massachusetts Office of the Attorney General with funding from the National Institute for Occupational Safety and Health. For more information, please call (617) 624-9032 or email us at teens.atwork@state.ma.us.*