

# **Student Employment**

## **Days/Hours of Employment**

### **14 and 15 Years Old**

May work between the hours of 7 a.m. and 7 p.m. between Labor Day and June 1. A minor shall not work more than 3 hours (after school) on school days and not more than 8 hours on non-school days or when school is not in session. During the period of June 1 through Labor Day, a minor may be employed until 9 p.m.

Employed no more than 18 hours while school is in session. No more than 40 hours in non-school weeks. No more than 6 work days in a week.

### **16 and 17 Years Old**

A minor age 16 or older shall not work before 6:00 a.m. or after 10:30 p.m. Sunday through Thursday. A minor age 16 or older shall not work before 6 a.m. or after 11:30 p.m. Fridays and Saturdays, during school vacation periods, and during periods when a minor is not regularly enrolled in school. Shall not work more than a weekly average of 8 hours a day.

Combination of school and work week shall not exceed 48 hours. A total of 48 hours when school is not in session. No more than 6 work days in a week.

**FOR EMPLOYERS SUBJECT TO COVERAGE OF BOTH FEDERAL FAIR LABOR STANDARDS ACT OF 1938 AND THE MICHIGAN YOUTH EMPLOYMENT STANDARDS ACT. THE STRICTER STANDARD IS LISTED.**

## **Work Permits for Employment of Minors**

All minors who have not reached their 18th birthday need a work permit or a school approved training agreement before starting work.

1. Minor obtains a work permit application from the school the minor attends. If the minor is not attending school (drop-out, home-schooled), an application may be obtained from the Midland County Educational Service Agency.
2. Minor takes the work permit application to the prospective employer. The employer completes Section I of the application.
3. Minor Completes Section II of form.
4. Minor returns form to issuing officer at his/her high school. Minor must provide proof of age.

5. Issuing officer verifies age of minor using the best available evidence and ensures compliance with state and federal laws and regulations.
6. Work Permit is issued by issuing officer signing and dating form in Section III.
7. Issuing officer makes extra copies for files.
8. Minor returns the completed original form to the employer before beginning work.

### Employment of Minors

A person under 18 years of age shall not be employed in, about, or in connection with an occupation which is hazardous or injurious to the minor's health or personal well-being or which is contrary to standards established by state and federal acts, e.g. construction, slicers, motor vehicle operation, power-driven machinery. The minimum age for employment is 14 years, except that a minor 11 years of age or older may be employed as a golf or bridge caddy, or youth athletic program referee, and a minor 13 years of age or older may be employed in some farming occupations, or as a trapsetter. Adult supervision is required. Minors may not work more than 5 hours without a 30-minute meal or rest period.