

WISCONSIN



DWD

Department of Workforce Development

What You Need to Know About Child Labor Laws

Equal Rights Division

(608) 266-6860 – Madison

(414) 227-4384 – Milwaukee

<http://dwd.wisconsin.gov/er>

Jim Chiolino

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Child Labor

Regulation of Employment of Minors

- ▶ Minors – those under 18 years of age
- ▶ Federal – Fair Labor Standards Act
- ▶ Wisconsin – Child Labor & Street Trades Laws

Child Labor

We regulate:

- ▶ Types of work in which minors may engage
 - ▶ Work permit requirement
 - ▶ List of prohibited work / occupations (Hazardous Orders)
- ▶ Hours of labor

Child Labor

Work Permit Required (Child Labor/Street Trades)

- ▶ Issued to employer -- not to minor
- ▶ Not required in agricultural employment or in domestic service
- ▶ To obtain a permit, the minor must bring:
 - ▶ letter of intent to hire, explaining hours/duties
 - ▶ birth certificate / Wis. driver's license
 - ▶ social security card
 - ▶ parental consent
 - ▶ \$10.00 fee (paid by employer or reimbursed)

Child Labor

At what age may minors work?

- Generally, must be 14. May work as young as 12 in the following areas:
 - Agriculture
 - Domestic Service
 - School lunch programs
 - Caddies on golf courses
 - Street Trades
 - Working in a business owned by a parent

Child Labor

Hours and time of day restrictions

- Depends upon age of minor, and time of year:
 - June 1 through Labor Day
 - After Labor Day through May 31

Child Labor

Limitations on Hours: 16 & 17-year-olds

16 and 17-year-old minors have no daily, weekly, or time of day restrictions, except that they may not work during hours they are required to attend school.

Child Labor

Limitations on Hours: Under 16

Minors under 16 years of age are limited to working no more than 3 hours per day on school days, and no more than 8 hours per day on non-school days.

- From the day after Labor Day through May 31, they may work no more than 18 hours in a week (Sunday through Saturday) and their work must be between the hours of 7:00 a.m. and 7:00 p.m.
- From June 1 through Labor Day, they may work no more than 40 hours in a week (Sunday through Saturday) and their work must be between the hours of 7:00 a.m. and 9:00 p.m.

Child Labor

Breaks / Meal Periods

- Minors must receive a 30-minute break if they work a shift of more than 6 consecutive hours.
- The start and stop times of the break periods must be documented.

Child Labor

Prohibited Employment

- Generally, type of work or piece of machinery is prohibited -- not an establishment
- Depends upon the age of the minor
- *See Guide to Wisconsin's Child Labor Laws*
Find it at: <http://dwd.wisconsin.gov/er/>

A collaboration between CESA #6, DWD, & DPI.
Easy to use!

Child Labor

Exceptions - Prohibited Employment

- ▶ Apprentices
- ▶ Student Learners
- ▶ High School Graduates

Minimum Wage Rates

- \$7.25 per hour

-During the first 90 consecutive days of employment, employers may pay an “opportunity rate” of \$5.90 per hour.

+ Applies to persons under the age of 20.

+ On the 91st day, rate must increase to \$7.25 per hour.

Contact Us

Feel free to contact us!

ERD Madison – 608.266.6860

ERD Milwaukee – 414.227.4384

Hit “0” and ask to speak to someone in Labor Standards.

Thank You!



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