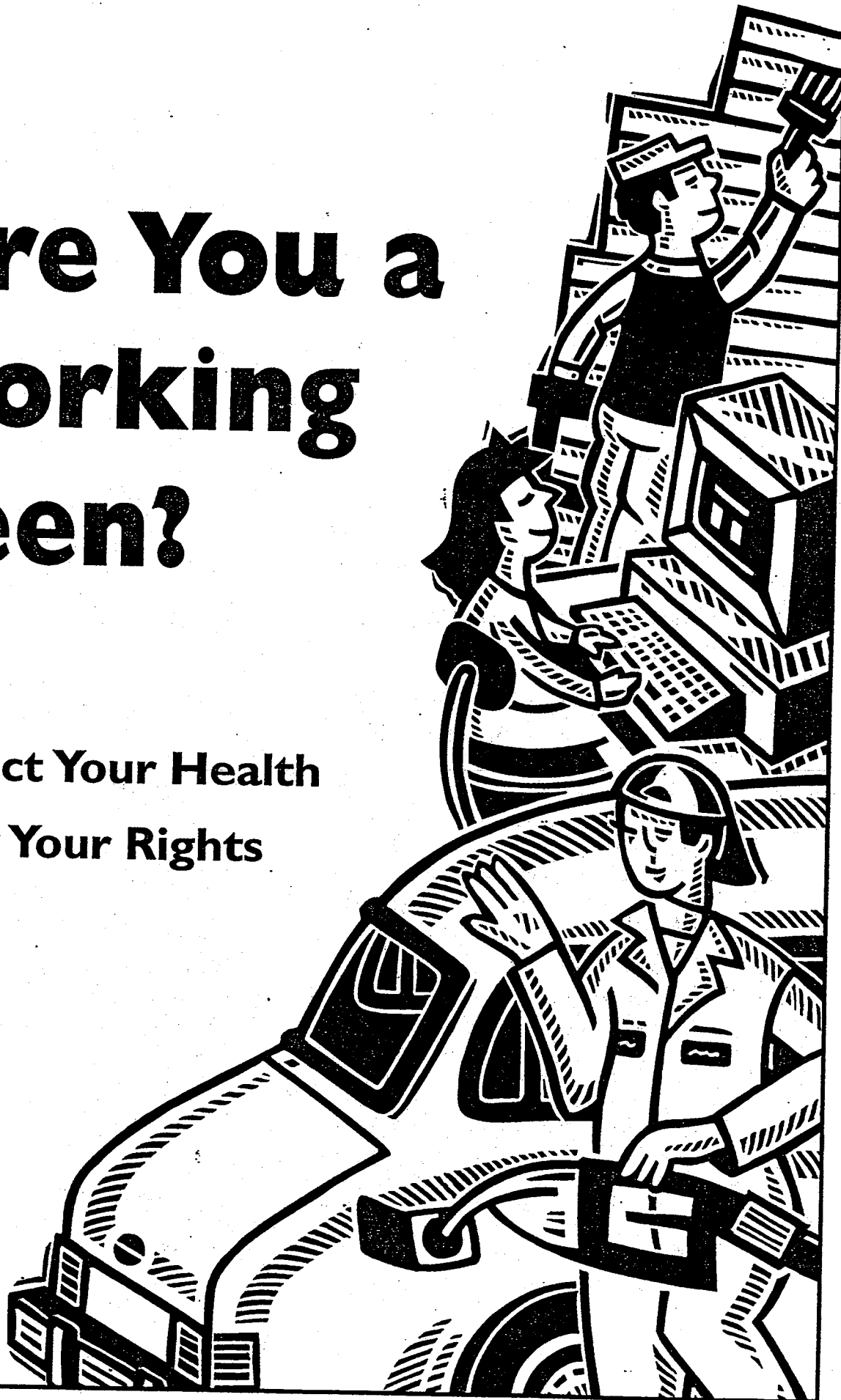


Are You a Working Teen?

- Protect Your Health
- Know Your Rights



Should I Be Working This Late or This Long?

The child labor laws protect teens from working too long, too late, or too early (some exceptions apply).

Legal Work Hours for Teens

	14 and 15 Year Olds
Work Hours	<ul style="list-style-type: none"> • Not before 7 a.m. or after 7 p.m. during the school year • Not during school hours • 7 a.m. - 9 p.m. during the summer
Maximum Hours When School Is In Session	<ul style="list-style-type: none"> • 18 hours a week • 3 hours a day on school days • 8 hours a day Saturday, Sunday, and holidays • 6 days a week
Maximum Hours When School Is Not in Session	<ul style="list-style-type: none"> • 40 hours a week • 8 hours a day • 6 days a week

	16 and 17 Year Olds
Work Hours	<ul style="list-style-type: none"> • Not before 6 a.m. or after 10 p.m. (except in restaurants until 12 midnight on Fridays, Saturdays, and during school vacation)
Maximum Hours When School is in Session	<ul style="list-style-type: none"> • 48 hours a week • 9 hours a day • 6 days a week
Maximum Hours When School is Not in Session	<ul style="list-style-type: none"> • 48 hours a week • 9 hours a day • 6 days a week

Questions about hours? Call the MA Office of the Attorney General or the U.S. Dept. of Labor's Wage and Hour Division.

Do I Need a Work Permit?

Yes! Before beginning a new job you must get a work permit from your school if you are under 18. In Massachusetts it is called a "work permit" if you are 14 or 15 and an "educational certificate" if you are 16 or 17. Check with the school department in the city or town where you live to find out where to get a work permit. Your high school guidance counselor or job placement coordinator may also be of help.

Questions about the work permit process? Call the MA Office of the Attorney General.

What Hazards Might I Find at Work?

Many jobs have hazards -- something that can hurt you or make you sick. It is important to be aware of hazards in a workplace and to speak up when you have a concern. Examples of workplace hazards are: slippery floors, hot surfaces, chemicals, noise, unguarded machinery, knives, tools and equipment, repetitive work, heavy lifting, and stress.

Questions or concerns about workplace health and safety? Call the Office of the Attorney General or the MA Dept. of Labor and Workforce Development's Occupational Hygiene Program. To file a complaint or request an inspection, call the Occupational Safety and Health Administration (OSHA).

What If I Get Hurt at Work?

You should tell your employer as quickly as possible about your injury and get medical treatment. Under the Massachusetts Workers' Compensation Law, you are entitled to receive medical treatment for a work-related injury, at no charge. If you miss five or more days of work because of the injury, you may also be entitled to receive 60% of your wages while you are out of work.

Questions about workers' compensation benefits? Call the MA Department of Industrial Accidents.

This flyer is a list of the child labor laws applicable in Massachusetts. It reflects changes in the Federal Hazardous Orders which became effective on 2/15/2005. It also serves to update information on the work permit application process (see other side).

Massachusetts Child Labor Laws*

Hazardous Orders

Updated
June 2005

Persons under 14 may not work: There are a few exceptions to this such as working as news carriers, on farms, and in entertainment (with a special permit).

Persons under 16 years old 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 public messenger
- 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 18 years old may **NOT**:

- Drive a vehicle or forklift (except golf carts in certain circumstances)
- Operate, clean or repair power-driven meat slicers, grinders or choppers⁺
- Operate, clean or repair power-driven bakery machines⁺
- Work 30 feet or more above ground or water
- Handle, serve, or sell alcoholic beverages
- Use circular or band saws, or guillotine shears
- Use power-driven woodworking machines
- Use hoisting machines⁺
- Operate paper balers, paper box compactors, or other power-driven paper products machines⁺
- Use power-driven metal-forming, punching, or shearing machines
- Use buffing or polishing equipment
- Manufacture brick, tile, or kindred products
- Manufacture or store explosives
- Work in excavation, wrecking, demolition, or shipbreaking
- Work in logging, sawmilling, or mining
- Work slaughtering, packing, or processing meat
- Work in railway operations
- Work in roofing or on or about a roof⁺
- Work in foundries or around blast furnaces
- Work manufacturing phosphorus or phosphorus matches
- Work where they are exposed to radioactive substances
- Work as a firefighter or engineer on a boat
- Oil or clean hazardous machinery in motion

⁺ denotes a change to the hazardous order

See other side for additional important information.