

AGE GROUPS/PERMITTED TIMES AND REQUIREMENTS

0 to 15 days	Minors aged 0-15 days are not permitted to work in Massachusetts
15 days to 6 months	<ul style="list-style-type: none"> • one period of two consecutive hours in any one day, and such period must be either between 9:30 a.m. and 11:30 a.m. or between 2:30 p.m. and 4:30 p.m. • actual work must not exceed 20 minutes • a nurse must be employed for each 3 or fewer babies
6 months to 2 years	<ul style="list-style-type: none"> • may only work between the hours of 6 a.m. and 10 p.m. • may work no more than 2 hours/day • full shift(s), (including travel from the studio to the location and meal and rest breaks) may not exceed 4.5 hours/day • may work no more than 6 days/week
2 years to 5 years	<ul style="list-style-type: none"> • may only work between the hours of 6 a.m. and 10 p.m. • may work no more than 3 hours/day • full shift(s), (including travel from the studio to the location and meal and rest breaks) may not exceed 6.5 hours/day • may work no more than 6 days/week
6 years to 8 years	<ul style="list-style-type: none"> • may only work between the hours of 6 a.m. and 10 p.m. • may work no more than 5 hours/day • full shift(s), (including travel from the studio to the location and meal and rest breaks) may not exceed 8.5 hours • may work no more than 6 days/week
9 years to 15 years	<ul style="list-style-type: none"> • Hours: <ul style="list-style-type: none"> ○ Nights preceding a school day: 6am-10pm ○ Nights not preceding a school day: 6am-11:30pm • may work no more than 7 hours/day • full shift(s), (including travel from the studio to the location and meal and rest breaks) may not exceed 9 hours • may work no more than 6 days/week
16 to 17 years	<p><i>The Attorney General does not have statutory authority to waive these conditions; must comply with all Child Labor Laws</i></p> <ul style="list-style-type: none"> • Hours: <ul style="list-style-type: none"> ○ Nights preceding a school day: 6am-10pm ○ Nights not preceding a school day: 6am-11:30pm • may work no more than 9 hours/day • may work no more than 6 days/week • may work no more than 48 hours/week