

**PERMITTED TIMES AND REQUIREMENTS
WITH AN APPROVED ENTERTAINMENT INDUSTRY WAIVER¹**

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"> ● Time of day restrictions: 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"> ● Time of day restrictions: 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"> ● Time of day restrictions: 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"> ● Time of day restrictions: 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"> ● Time of day restrictions: <ul style="list-style-type: none"> ○ Nights preceding a school day: 6am-10pm ○ Nights not preceding a school day: 6am-12:30am ● 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 ● may work no more than 48 hours/week
16 to 17 years	<p>No waivers are issued for minors in this age bracket.</p> <p><i>The AGO does not have statutory authority to waive the time of day restrictions contained in the Massachusetts Child Labor Laws, however the AGO will not take enforcement action as a result of a 16 or 17-year-old child working on a play, movie or production between the hours of 6am and 12:30am as long as the child's parent or guardian has provided written consent to the employer that the work schedule is reasonable given the child's educational and health needs.</i></p> <p>Note that there are no exceptions or waiver options for the following daily/weekly cumulative hours for minors 16 to 17 years old:</p> <ul style="list-style-type: none"> ● may work no more than 9 hours/day ● may work no more than 6 days/week ● may work no more than 48 hours/week

¹ Employers of minors must comply with other requirements set forth in the Massachusetts Child Labor Laws. A waiver is not the same as a youth employment work permit; a work permit is required for all minors aged 14-17, pursuant to M.G.L. c. 149, §§86-89.