Child Labor Laws *in Massachusetts** 2010

Legal Work Hours for Minors

14 & 15 Year Olds

Work Hours

During the school year:
- Only between 7 am and 7 pm
- Not during school hours

During the summer (July 1—Labor Day):
- Only between 7 am and 9 pm

Maximum Hours

When school is in session:
- 18 hours per week
- 3 hours per day on school days
- 8 hours per day on weekends and holidays
- 6 days per week

When school is not in session:
- 40 hours per week
- 8 hours per day
- 6 days per week

All teens under 18 must get a **Work Permit** from the school district where they live or go to school. For more information, visit the website of the Division of Occupational Safety at: www.mass.gov/dos/youth

16 & 17 Year Olds

Work Hours

All year round:
- Only between 6 am and 10 pm on nights preceding a regularly scheduled school day
- If the establishment stops serving customers at 10 pm, the minor may be employed until 10:15 pm
- Only between 6 am and 11:30 pm on nights **not** preceding a regularly scheduled school day, except in restaurants and race tracks until midnight

Maximum Hours

All year round:
- 48 hours per week
- 9 hours per day
- 6 days per week

After 8 pm, all minors must be directly supervised by an adult who is located in the workplace and who is reasonably accessible. (With the exception of minors who work at kiosks in the common areas of some malls.)

Prohibited Jobs for Minors

Persons *under 16* may NOT:

- Operate, clean, or repair power-driven machinery (except office machines or machines for retail, cleanup, or kitchen work 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, choppers, processors, cutters, and mixers
- 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 or occupation (e.g., in a factory, as an assembler)
- Work on or use ladders, scaffolds, or their substitutes
- 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 door-to-door street sales, including work as a sign waiver (except directly outside of employer establishment)
- 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
- Ride in or on a motor vehicle (except in passenger seat if wearing a seatbelt)
- Work doing laundry in a commercial laundry or dry cleaning establishment
- Work as a public messenger
- Work at processing operations (e.g., in meat or fish, poultry catching, cooping, 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**

Tasks not specifically permitted by the US DOL Secretary of Labor, are prohibited.

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

Persons *under 18* may NOT:

- Drive a vehicle, forklift, or work assist vehicle (except golf carts in certain circumstances)
- Ride as a passenger on a forklift
- Operate, clean or repair power-driven meat slicers, grinders or choppers
- Operate, clean or repair power-driven bakery machines (except for certain countertop models and pizza dough rollers)
- Work 30 feet or more above ground or water
- Handle, serve, or sell alcoholic beverages
- Use circular, chain, or band saws; guillotine shears; wood chippers; and abrasive cutting discs
- Use power-driven woodworking machines
- Use, service, drive, or work from hoisting machines
- Operate or load power-driven balers, compactors, or paper processing 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 forest fire fighting, forest fire prevention, timber track operations, and forestry service
- Work in logging, sawmilling, or mining
- Work slaughtering, packing, or processing meat and poultry
- 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
- Work in any job requiring the possession or use of a firearm

Resources for More Information

For questions about wages or the child labor laws:
- Massachusetts Office of the Attorney General
  Fair Labor and Business Practices Division
  www.ago.state.ma.us - (617) 727-3465
- U.S. Department of Labor, Wage and Hour Division
  www.dol.gov/whd - (617) 624-6700

For questions about workers' compensation:
- Massachusetts Department of Industrial Accidents
  www.mass.gov/dia - (800) 323-3249 x470

For questions about health and safety:
- U.S. Department of Labor
  Occupational Safety & Health Administration
  www.osha.gov
  Andover Office - (978) 837-4460
  Braintree Office - (617) 565-6924
  Springfield Office - (413) 785-0123
- Massachusetts Department of Public Health
  Occupational Health Surveillance Program
  Teens at Work: Injury Surveillance and Prevention Project
  www.mass.gov/dph/teensatwork - (617) 624-5632

* This is a compilation of state and federal child labor laws. The most protective laws are presented here and apply to all employers of teens in Massachusetts including family members who employ their teenaged relatives. There are additional regulations and some exemptions such as in agricultural industries and for student learners participating in cooperative education programs.

This poster was prepared by the Massachusetts Department of Public Health's Teens at Work: Injury Surveillance and Prevention Project and the Massachusetts Office of the Attorney General with funding from the National Institute for Occupational Safety and Health. For more information, please call (617) 624-5632 or e-mail us at teens.atwork@state.ma.us.