



## Hours of Work for SUHSD Students

*In order to obtain a work permit, students must maintain satisfactory grades and attendance. Students that fall below the SUHSD standard for grades or attendance will be in jeopardy of losing their permit to work.*

### AGES:

**16 – 17** When school is in session: Daily maximum **4** hours, Monday through Thursday. May work up to **8** hours on any non-school day or on any day that precedes a non-school day. May be permitted to work up to **48** hours per week.

**Work Experience Education** program students may be permitted to work a maximum of 8 hours on a school day. May be permitted to work up to **40** hours per week.

When school is **not** in session: Daily maximum **8** hours and weekly maximum **48** hours.

Work must be performed between **5:00 a.m. and 10:00 p.m.** except that work hours may extended to **12:30 a.m.** on nights preceding non-school days. Students in **Work Experience Education** programs may be authorized to work until **12:30 a.m.** on nights preceding school days.

**14 – 15\*** When school is in session: Daily maximum **3** hours, Monday through Thursday. Weekly maximum **18** hours. May work **8** hours on Saturday and Sunday.

When school is **not** in session: Daily maximum **8** hours and weekly maximum **40** hours.

May work from **7:00 a.m. to 7:00 p.m.** any day of the week. May work from **7:00 a.m. to 9:00 p.m.** June 1 to Labor Day.

**12 – 13\*** May be employed only during school holidays and vacations (usually construed to include weekends). May never be employed on any school day, either before or after school, [EC 49111]. When school is **not** in session: Daily maximum **8** hours and weekly maximum **40** hours.

May work from **7:00 a.m. to 7:00 p.m.** any day of the week. May work from **7:00 a.m. to 9:00 p.m.** June 1 to Labor Day.

## General Summary of Minors' Work Regulations

State child labor laws and the child labor provisions of the federal Fair Labor Standards Act (FLSA) govern most CA employers.

**If federal laws, state laws, and school district policies conflict, the more restrictive law (that which is most protective of the employee) prevails.**

Generally, minors must attend school until age 18 unless they are 16 years or older and have graduated from high school or received a state Certificate of Proficiency.

**Minors under the age of 18 may not work in occupations declared hazardous for young workers as listed below.**

1. Explosives
2. Motor vehicle driving/outside helper
3. Coal mining
4. Logging and sawmilling
5. Power-driven woodworking machines
6. Radiation exposure
7. Power-driven hoists/forklifts
8. Other mining
9. Power-driven metal forming, punching and shearing machines
10. Power-driven meat slicing/processing
11. Power baking machines
12. Power-driven paper products/paper bailing
13. Manufacturing brick, tile products
14. Power saws and shears
15. Wrecking, demolition
16. Roofing
17. Excavation operations

For more information about hazardous occupations, contact the U.S. Department of Labor (Child Labor Bulletins 101 and 102) and the California Department of Industrial Relations, Division of Labor Standards Enforcement. Regional offices are located in several California cities. They are listed in the "Government Listings" sections of telephone directories.

\*Labor laws set the basic minimum age of 16 years for general employment. Persons younger than 16 years are allowed to work only in limited, specified occupations that exclude baking, manufacturing, processing, construction, warehouse and transportation occupations.

Labor laws applicable to adult employees are also generally applicable to minor employees, including workers' compensation insurance requirements.

Child labor laws do not generally apply to minors who deliver newspapers or work at odd jobs, such as yard work and baby-sitting or in private homes where the minor is not regularly employed.

Employers of minors required to attend school must complete a "Statement of Intent to Employ Minor and Request for Work Permit" (form B1-1) for the school district of attendance for each such minor. Employers must themselves have on file for each such minor a "Permit to Employ and Work" (form B1-4). Work permits (B1-4) must be open at all times for inspection by sanctioned authorities.

A work permit (B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. Parents may also request that a work permit be revoked.

A day of rest from work is required if the total hours worked per week exceed 30 or if more than 6 hours are worked on any one-day during the week.