

Legal & Safety Information **FOR PARENTS** Of Working Teens



Know the law.

California labor law says teens cannot work **too late, too early, or too long** or do dangerous work. Cal/OSHA's workplace safety and health laws require that the workplace be safe and that workers receive health and safety training.

Help your teen get a work permit.

In California, working minors must have work permits. They must have a separate work permit for each physical location where they work. Minors who pass a proficiency exam still need a certificate of age to work. **Workers under 18 must have a permit to work for each new job** (unless they have already graduated). Students apply for work permits at their high school or school district office.

Limit work hours.

If your teen is tired or is having trouble keeping up with school-work, **they may be working too many hours.** Help your teen reduce their work hours.

Watch for warning signs.

Does your teen seem unhappy with work?

Teens can find it hard to talk about issues like sexual harassment or workplace stress. Is your teen always tired? Do they complain about not getting enough rest? Has your teen or any of their coworkers been injured on the job? These can be signs they need help from a supportive adult.

Talk to your teen about work.

What are their employment tasks? For example, are they asked to do heavy lifting? Do they work alone for long periods, especially at night? **Have they received training?** Is your teen getting paid properly for their hours and breaks?

Problem solve.

If your teen has concerns about hours or safety at work, **help them think about what change is needed** and how to approach their supervisor.



Legal Work Hours for Teens in California

Because teens are encouraged to focus on school, there are child labor laws to protect teens from working too late, too early, or too long.

	<i>Ages 14-15</i>	<i>Ages 16-17</i>
<i>When school is in session:</i>	<p>Allowed to work before or after school between 7 a.m. and 7 p.m.</p> <p>Allowed to work up to 18 hours per week, but no more than three hours per day on school days and no more than eight hours per day on Saturday, Sunday or holidays.</p>	<p>Allowed to work before or after school Monday through Thursday between 5 a.m. and 10 p.m.</p> <p>Allowed to work between 5 a.m. and 12:30 a.m. on Fridays and Saturdays outside of school hours.</p> <p>Allowed to work up to 48 hours per week, but not over four hours per day on school days or eight hours per day on weekends or holidays.</p>
<i>When school is not in session (June 1 to Labor Day):</i>	<p>Allowed to work between 7 a.m. and 9 p.m.</p> <p>Allowed to work up to 40 hours per week and up to eight hours per day.</p>	<p>Allowed to work up to 40 hours per week and up to eight hours per day.</p>

There are some exceptions for teens in work experience programs.



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