

I am under 14

Kids under 14 can gain valuable experience working, but there are limits to what jobs you can do.

What jobs can I do?

If you are under 14 you are only allowed to:

- deliver newspapers to customers;
- babysit on a casual basis;
- work as an actor or performer in movies, TV, radio, or theater;
- work as a homemaker gathering evergreens and making evergreen wreaths; and
- work for a business owned entirely by your parents as long as it is not in mining, manufacturing, or any of the 17 hazardous occupations.

There are different rules for children under age 14 working in agriculture. States also have rules, and employers must follow both.

I am 14 or 15

Fourteen and 15-year-olds are limited in what hours they can work and what jobs they can do.

What hours can I work?

All work must be performed outside school hours and you may not work:

- more than 3 hours on a school day, including Friday;
- more than 18 hours per week when school is in session;
- more than 8 hours per day when school is not in session;
- more than 40 hours per week when school is not in session; and
- before 7 a.m. or after 7 p.m. on any day, except from June 1st through Labor Day, when nighttime work hours are extended to 9 p.m.

If you are home schooled, attend private school, or no school, a "school day" or "school week" is any day or week when the public school where you live while employed is in session. There are some exceptions to the hours standards for 14 and 15-year-olds if you have graduated from high school, you are excused from compulsory school attendance, or you are enrolled in an approved Work Experience or Career Exploration Program or Work-Study Program.

What Jobs can I do?

There are certain jobs you are allowed to do, including:

- retail occupations;
- intellectual or creative work such as computer programming, teaching, tutoring, singing, acting, or playing an instrument;
- errands or delivery work by foot, bicycle and public transportation;
- clean-up and yard work which does not include using power-driven mowers, cutters, trimmers, edgers, or similar equipment;
- work in connection with cars and trucks such as dispensing gasoline or oil and washing or hand polishing;
- some kitchen and food service work including reheating food, washing dishes, cleaning equipment, and limited cooking;
- cleaning vegetables and fruits, wrapping sealing, and labeling, weighing pricing, and stocking of items when performed in areas separate from a freezer or meat cooler;
- loading or unloading objects for use at a worksite including rakes, hand-held clippers, and shovels;
- 14 and 15-year-olds who meet certain requirements can perform limited tasks in sawmills and woodshops; and
- 15-year-olds who meet certain requirements can perform lifeguard duties at traditional swimming pools and water amusement parks.

Job Restrictions for minors 15 years and under:

- Occupations involving manufacturing.
- Occupations involving processing, including, but not limited to filleting fish, dressing poultry or cracking nuts.

- Occupations involving laundering or dry cleaning in a commercial laundry.
- Occupations involving warehousing, including, but not limited to moving items to and from trucks, railroad cars, conveyors and buildings.
- Occupations involving construction.
- Occupations involving boilers, furnaces or engine rooms.
- Occupations involving window washing, work from a ladder, scaffold, window sill or similar structure or place more than five feet in height.
- Work involving maintenance or repair of the establishment's machines or equipment, including, but not limited to work involving the inflation of tires mounted on rims equipped with a movable retaining ring.
- Work involving cooking and baking, including frying and broiling.
- Work involving the operation, setting up, adjusting, cleaning, oiling or repairing power-driven food slicers, grinders, choppers and cutters.
- Work involving the preparation of meats for sale.
- Operating a tractor over twenty power take off horsepower.
- Connecting or disconnecting implements from or on to a tractor.
- Operating farm machinery, including, but not limited to operating corn pickers, cotton pickers, grain combines, hay mowers, forage harvesters, hay balers, potato harvesters, mobile pea viners, feed grinders, crop dryers, forage blowers, auger conveyors or self-unloading wagons, power post hole diggers, power-driven non-walking rotary type tillers, trenchers or earthmoving equipment, potato combines.
- In this subdivision "operating" means starting, stopping, adjusting, feeding or any other activity regarding physical conduct associated with such machines and machinery.
- Working in a pen occupied by a bull, boar or stud horse maintained for breeding purposes, a sow with young pigs or a cow with a newborn calf.
- Felling, bucking, skidding or unloading timber with butt more than six inches in diameter.
- Picking or pruning from a ladder over eight feet in height.
- Riding on a tractor as a helper or driving a bus, truck or automobile.
- Working inside a fruit storage area or grain storage area designed to retain an oxygen deficient or toxic atmosphere, an upright silo, a manure pit or operating a tractor for packing purposes in a horizontal silo.
- Handling hazardous agricultural chemicals.
- Handling explosives.
- Transporting, transferring or applying anhydrous ammonia.

Effective January 1, 2017, Arizona's Minimum Wage Is: \$10.00 per hour

I am 16 or 17

Although there are no federal rules limiting the hours 16 and 17-year-olds may work, there are restrictions on the types of jobs you can do.

What hours can I work?

At 16 and 17 you may work unlimited hours.

What Jobs can I do?

Any job that has not been declared hazardous by the Secretary of Labor is permissible for 16- and 17 year olds.

For a list of hazardous jobs, see information under "What do I need to know about workplace hazards?"

Under Arizona's Youth Employment Law and the Federal Child Labor Law, employers are under the jurisdiction of federal and state agencies. In those cases of dual jurisdiction the more restrictive requirement would apply. If an employer is exempted by either the state or federal law, the nonexempted law would apply.

- Occupations in the manufacturing or storing of explosives.
- Occupations as a motor vehicle driver or outside helper. Under the State Law, 16 and 17 year old minors can drive if the total driving time does not exceed two hours per day or 25% of their work day. They also can not drive fifty or more miles per day.
- The Federal Child Labor Law prohibits 16 and 17 year olds from driving on the job. Contact the Federal Wage and Hour Division for more information
- Mine and quarry occupations.
- Logging occupations including, but not limited to occupations in connection with mills.
- Operation of power-driven woodworking machines.
- Occupations with exposure to radioactive substances and to ionizing radiation.
- Operation or the assistance in the operation of a power-driven hoist or an elevator, including, but not limited to forklifts, cranes or derricks.
- Operation of power-driven metal working, forming, punching or shearing machines.
- Occupations involving slaughtering, meat packing, processing or rendering of meat, including operation, set-up, repair, adjustment, oiling or cleaning of a power-driven meat processing machine.
- Occupations involving the operation or cleaning of power-driven bakery machinery.
- The Federal Child Labor Laws restrict youths under the age of eighteen (18) from the machinery listed in this category.
- Occupations involving the operation of power-driven paper products machines, including, but not limited to presses, arm-type wirestitchers or staplers, guillotine paper cutters or shears, and scrap paper balers.
- Occupations involving the manufacture of clay construction products or silica refractory products.
- Occupations involving the operation and cleaning of power-driven saws.

- Occupations involving wrecking, demolition and shipbreaking operations, including, but not limited to demolishing or dismantling buildings, bridges, motor vehicles or other structures.
- Occupations involving roofing operations or equipment attached to or replaced on roofs.
- Occupations involving excavation or tunnel operations.

How much should I be paid?

Although some exceptions may apply, in most circumstances you must be paid the federal minimum wage, \$7.25 per hour. Your eligibility for the federal minimum wage depends on what you do and where you work.

If you are younger than 20 and eligible for the minimum wage, your employer may pay you as little as \$4.25 per hour for the first 90 consecutive calendar days of your employment. This is not limited to your first employer. Each time you change jobs, your new employer can pay you this youth minimum wage.

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I am 18

Once you turn 18, most youth work rules do not apply.

What hours can I work?

There are no limits to the number of hours 18-year-olds can work.

What Jobs can I do?

Once you turn 18, you can perform any job.

How much should I be paid?

Although some exceptions may apply, in most circumstances you must be paid the federal minimum wage, \$7.25 per hour. Your eligibility for the federal minimum wage depends on what you do and where you work.

If you are younger than 20 and eligible for the minimum wage, your employer may pay you as little as \$4.25 per hour for the first 90 consecutive calendar days of your employment. This is not limited to your first employer. Each time you change jobs, your new employer can pay you this youth minimum wage.

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