

Hours and Times of Day Minors May Work in Wisconsin

State and federal laws permit minors to work up to seven days per week in agriculture and newspaper delivery. In most other types of labor, minors may only work six days a week.

	After Labor Day through May 31				June 1 through Labor Day			
	14 – 15 years olds		16-17 year olds		14 – 15 year olds		16 –17 year olds	
	Federal	State	Federal	State	Federal	State	Federal	State
Maximum Hours of Work								
Daily Hours								
Days in Non-School Week	8 hours	8 hours	Unlimited	Unlimited*	8 hours	8 hours	Unlimited	Unlimited*
Non-School Days in School Week	8 hours	8 hours	Unlimited	8 hours	8 hours	8 hours	Unlimited	8 hours
School Days except Last School Day of Week	3 hours	4 hours	Unlimited	5 hours	3 hours	4 hours	Unlimited	5 hours
Last School Day of the Week	3 hours	8 hours	Unlimited	8 hours	3 hours	8 hours	Unlimited	8 hours
Weekly								
Non-School Week	40 hours	40 hours	Unlimited	50 hours	40 hours	40 hours	Unlimited	50 hours
Full School Week	18 hours	18 hours	Unlimited	26 hours*	18 hours	18 hours	Unlimited	26 hours*
Partial School Week	18 hours	24 hours	Unlimited	32 hours*	18 hours	24 hours	Unlimited	32 hours*
Permitted Time of Day								
Days in Non-School Week	7am-7pm	7am-11pm	Unlimited	Unlimited*	7am-9pm	7am-11pm	Unlimited	Unlimited*
Non-School Days in School Week	7am-7pm	7am-11pm	Unlimited	5am-12:30am*	7am-9pm	7am-11pm	Unlimited	5am-12:30am*
Non-School Day that Precedes a School Day	7am-7pm	7am-8pm	Unlimited	5am-11pm	7am-9pm	7am-8pm	Unlimited	5am-11pm
School Day except Last School Day of Week	7am-7pm	7am-8pm	Unlimited	7am-11pm	7am-9pm	7am-8pm	Unlimited	7am-11pm*
Last School Day of Week	7am-7pm	7am-11pm	Unlimited	7am-12:30am*	7am-9pm	7am-11pm	Unlimited	7am-12:30am*

Employers subject to both federal and state laws must comply with the more stringent section of the two laws.

State child labor laws prohibit work during times that minors are required to be in school, except for students participating in work experience and career exploration programs operated by the school.

Minors are limited to the maximum hours and time of day restrictions even though they may work for more than one employer during the same day or week.

For further information about the Federal child labor laws call (608) 441-5221, or write to U.S. D.O.L., Wage & Hour, 740 Regent St, Suite 102, Madison, WI 53715.

For further information about the State child labor laws, call Madison (608) 266-6860 or Milwaukee (414) 227-4384

* Ages 16 & 17 must be paid time and one-half for work in excess of 10 hours per day or 40 hours per week, whichever is greater. Minors 14-17 working in agriculture, must be paid time and one-half for work over 50 hours per week during peak periods.

* Following the end of work, 8 hours of rest is required before the start of work the next day. Work must be directly supervised by an adult between the hours of 12:30am –5am.

* Minors age 16 & 17 who are Emancipated, Living Independently, Head of Household, Enrolled in a GED Program at a Vocational or Technical College, may work 40 hours per week when public schools are in session, and up to 50 hours per week during non-school weeks. The daily hours and time of day restrictions do not apply.

* Minors age 16 & 17 who are enrolled in Home School may only work 26 hours per week when public schools are in session, 32 hours if less than 5 days of school, and up to 50 hours per week during non-school weeks. The daily hours and time of day restrictions do not apply.

STATE OF WISCONSIN - DEPARTMENT OF WORKFORCE DEVELOPMENT - EQUAL RIGHTS DIVISION

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