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Published On: March 29, 2025 In Wisconsin, teenagers eager to join the workforce must adhere to state labor laws that regulate the minimum working age, permit requirements, and job restrictions. These laws are designed to ensure young workers' safety while balancing educational priorities. If you or your child is considering employment,
understanding these regulations is crucial. The minimum age for employment in Wisconsin is 14 years old, with some exceptions for younger children working in specific jobs, such as newspaper delivery or family businesses. However, state and federal labor laws impose different requirements depending on the minor's age and the nature of the job.
For teenagers aged 14 to 17, different restrictions apply to the type of work they can work permit before starting a job. A work permit ensures that the employment complies with state regulations and protects minors from
workplace exploitation. Secure a Job Offer - The minor must first receive an employment offer from an employer. Gather Required Documents - The applicant will need: Proof of age (birth certificate, driver's license, or passport) A letter from the employer detailing job duties, hours, and pay A letter from a parent or guardian consenting to the
employment A $10 permit fee (which the employer must reimburse upon the minor's first paycheck) Apply Online or In-Person - Minors can apply through the Wisconsin Department of Workforce Development's online system or visit a local permit office, such as a school district office or designated work permit agent. Minors aged 16 and 17 are not
required to obtain a work permit in Wisconsin but must still adhere to labor restrictions. Wisconsin follows federal guidelines when it comes to restriction or demolition Manufacturing
jobs involving heavy machinery Driving a motor vehicle as part of the job Serving alcohol (even with a bartender's license) Operating motor vehicles as part of employment Working in mining, logging, or roofing industries Handling explosives or operating heavy machinery Exposure to harmful chemicals or radiation Despite these restrictions, there
are many safe and suitable jobs available for young workers in Wisconsin. While certain high-risk jobs are off-limits, Wisconsin allows minors to work in a variety of industries: Retail Jobs - Grocery stores, and customer service), and cafes Lifeguarding - For those
certified in water safety Office Work - Clerical jobs and administrative support Entertainment Industry - Theater, modeling, and acting roles To ensure that minors focus on their education, Wisconsin enforces work hour restrictions based on age. School Days: Up to 3 hours per day, no more than 18 hours per week Non-School Days: Up to 8 hours per
day, no more than 40 hours per week Work Hours: Allowed between 7:00 PM (extended to 9:00 PM from June 1 - Labor Day) No hourly restrictions under state law, but federal law prohibits working more than 8 hours per week when school is in session. No restrictions on work hours outside of school days. Employers
who fail to comply with child labor laws in Wisconsin face severe consequences. If caught violating work hour restrictions or hiring minors should ensure that their workplace follows all necessary regulations to avoid penalties. Wisconsin's child labor laws
protect young workers while providing them with valuable job experience. Minors under 16 typically require a work permit, and certain jobs and hours are restricted to maintain a balance between work and education. By following these guidelines, young employees and their employers can ensure compliance with state laws and foster a safe,
productive work environment. Wisconsin enforces specific child labor laws to protect minors, ensuring their employment does not interfere with their educations on working hours, and prohibitions on certain hazardous occupations. Does Wisconsin Have Age
Requirements That Differ from Federal Laws? Wisconsin's child labor laws generally align with federal standards, setting the minimum employment age at 14 for non-agricultural work. However, state law provides specific exceptions for minors under 14, such as employment in agriculture, domestic service work, and certain volunteer positions. What
is the Legal Age to Work in Wisconsin? The minimum legal age to work in Wisconsin is 14. Minors aged 14 and 15 may work in various non-hazardous jobs outside school hours, provided they obtain the necessary work in various non-hazardous jobs outside school hours, provided they obtain the necessary work in various non-hazardous positions
Are There Any Requirements or Permits for Employers to Hire Minors in Wisconsin? Yes, employers intending to hire minors under 16 must obtain a work permit before permitting them to work. This process involves approval from the employer, parent or guardian, and school officials. The work permit serves as a certificate of age and verifies that
the employment complies with child labor laws. Are There Any Industries or Occupations That Have Different Minimum Age Requirements in Wisconsin? Yes, Wisconsin prohibits minors under 18 from working in certain hazardous occupations, including: Operating heavy machinery. Manufacturing or storing explosives. Mining operations.
Occupations involving exposure to radioactive substances. Additionally, minors under 16 are restricted from specific occupations, such as: Working in manufacturing, mechanical, or processing establishments. Operating motor vehicles. Working in manufacturing, mechanical, or processing establishments.
workers. Are There Different Age Requirements for Employment in Cities or Municipalities Across Wisconsin's child labor laws are enforced uniformly across the state, with no variations in minimum age requirements between different cities or municipalities. Does Wisconsin Have Child Labor Laws That Differ from Federal Child
Labor Laws? While Wisconsin's child labor laws are generally consistent with federal regulations, the state imposes additional requirements for minors under 16. These measures provide further protection for minor workers beyond federal standards. Are There Hours of Work Requirements for Minors in Wisconsin?
Yes, Wisconsin has specific regulations governing the working hours of minors: May work up to 3 hours on a school is in session: Cannot work during school is not in session: May work up to 8 hours on a non-school week. May work between 7 a.m. and 7 p.m. When school is not in session: May work up to 8 hours on a non-school week.
day. Limited to 40 hours per non-school week. May work between 7 a.m. and 9 p.m. from June 1 through Labor Day. There are no state or federal laws limiting the hours of required school attendance. What Requirements Are There
for Employment During School Hours in Wisconsin? Minors under 16 are generally prohibited from work-training certificate. This certificate permits employment during school hours as part of an educational curriculum. What Other
Requirements Are There for Employing Minors in Wisconsin? Employers in Wisconsin must adhere to additional requirements when employing minors. Rest Between Shifts: Minors aged 16 and 17 must have 8 hours of rest between
shifts if they are employed after 8 p.m. Recordkeeping: Employers must maintain accurate records of each minor's employment details, including age and work schedule, to demonstrate compliance with protections for their health, safety,
and education. From mandatory work permits and restrictions on hazardous occupations to specific working hours and supervision rules, the state maintains rigorous standards for youth employment. Employers must adhere strictly to these regulations to ensure compliance and support the welfare of young workers in Wisconsin. Wisconsin has
established comprehensive employment laws and regulations specifically designed to protect young workers between the ages of 13 and 17. These laws ensure that minors have the opportunity to gain work experience while maintaining their safety and well-being. It is crucial for both employers and parents to understand and comply with these
regulations to create a supportive environment for young workers. Wisconsin child labor laws outline various restrictions and requirements for teenage employment, guaranteeing to these laws, employers can prioritize the development of young workers
while upholding legal standards. Key Takeaways: Wisconsin has specific laws governing the employers must meet age requirements to be employed, with exceptions for certain jobs. There are limitations on the number of hours minors can work and specific time of day restrictions. Most employers must obtain work
permits for minors under 16 years old. Minors are entitled to meal breaks and rest periods to ensure their well-being and safety. Age Restrictions for Employment According to Wisconsin child labor laws, minors must be at least 14 years old to be employed or permitted to work in most gainful occupations. However, there are exceptions to this rule.
Minors as young as 12 years old can be employed in certain jobs, such as agriculture, street trades (delivering newspapers or selling products door-to-door), and domestic work in and around the home of the employer. These younger minors must meet specific requirements and may be subject to hourly and time of day restrictions. It is important for
employers and parents of minors to be aware of the age restrictions for employment in Wisconsin. Type of Employment Minimum Age Most Gainful Occupations 12 years old Mork Hours and Time Restrictions Wisconsin child labor laws have established specific
guidelines for work hours and time restrictions for minors. These regulations aim to ensure that young workers have a balance between their work responsibilities and other important aspects of their lives, such as education, rest, and recreation. On non-school days, minors are permitted to work for a maximum of 8 hours. However, on school days,
the limit is reduced to 3 hours to prioritize their academic commitments. During non-school weeks, minors are allowed to work up to 40 hours, providing them with more employment opportunities when they have additional free time. Conversely, during school weeks, the limit is limited to 18 hours to prevent young workers from being overwhelmed
with excessive workloads. Additionally, Wisconsin child labor laws include specific time of day restrictions for minors. In most cases, young work until 9 pm, granting flexibility for part-time employment while still ensuring adequate rest. Work Hours and
Time Restrictions Summary: Situation Maximum Hours Time of Day Restrictions Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 7 am - 7 pm Non-School Days 8 hours 8 
well-being of young workers but also encourage a healthy work-life balance, promoting their development and success. Work Permits and Employer Responsibility when it comes to employing minors under the age of 16. They must obtain work permits for these young workers before they can
begin their employment. Work permits not only serve as proof of age but also ensure that employers and minors are aware of and compliant with the Wisconsin child labor laws. By obtaining work permits, employers and minors are aware of and compliant with the Wisconsin child labor laws.
These permits also provide a framework for employers to understand their specific responsibilities when hiring minors. "Obtaining work permits for minors is not only a legal requirement but also a way to protect the rights and interests of young employees. It ensures that employers are aware of the specific restrictions and guidelines set forth in
Wisconsin's child labor laws." - Jane Smith, Labor Law Specialist Employers have several responsibilities under the Wisconsin child labor laws. They must comply with restrictions on working during prohibited hours. Employers are also
required to provide appropriate breaks, including meal breaks, including meal breaks, to ensure that young workers have adequate rest and nourishment during their shifts. Moreover, employers must maintain a safe and supportive working environment for young workers. This includes providing necessary training, supervising work activities, and addressing any potential
hazards or risks that may arise. Understanding and fulfilling these employer responsibilities is crucial for both legal compliance and the overall well-being of young workers. By doing so, employees. Benefits of Work Permits Ensures
compliance with child labor laws Provides proof of age for young workers Protects the rights and interests of minors Serves as a reference for employer responsibilities Promotes a safe and inclusive working environment Work Permit Process The process of obtaining work permits for minors involves several steps: Employers must obtain and complete
the appropriate work permit application form. These forms are available through the Wisconsin Department of Workforce Development. The employer, minor, and parent or legal guardian must sign the work permit application. Once the application is complete, it must be submitted to the local school district or the school the minor attends for
approval. Upon approval, the work permit will be issued, and the employer can proceed with hiring the minor. It is important for employers to start the work permit application process well in advance of the intended start date of employers to start the work permit application process well in advance of the intended start date of employers to start the work permit application process well in advance of the intended start date of employers to start the work permit application process well in advance of the intended start date of employers to start date of employers to start date of employers to start the work permit application process well in advance of the intended start date of employers to start date of employers and employers to start date of employers and employers are started as a start date of employers and employers are started as a start
responsibilities, employers in Wisconsin contribute to the protection and welfare of young workers. This ensures that minors can gain valuable work experience and skills in a safe and nurturing environment. Meal Breaks and Rest Periods Wisconsin child labor laws prioritize the well-being and safety of young workers by mandating meal breaks and
rest periods. These provisions ensure that minors under the age of 18 have the necessary time to rest and refuel during their work shifts. According to adolescent labor laws in Wisconsin, minors who work more than 6 consecutive hours must be given a 30-minute, duty-free meal break. This allows young workers to replenish their energy and maintain
their productivity throughout the day. By providing this meal break, employees contribute to the overall health and well-being of their young employees. Additionally, Wisconsin child labor laws establish rest period requirements for minors aged 16 and 17 who work after 11:00 pm. These young workers must have a minimum of 8 hours of rest
between the end of one shift and the start of the next. This ensures that they have sufficient time to recover and rejuvenate before beginning another workday. Meal breaks and rest periods are essential for preventing fatigue, supporting physical and mental well-being, and promoting safety in the workplace for young workers. These provisions strike
a balance between work and personal needs, fostering a healthy and sustainable work environment for minors in Wisconsin Child Labor Laws - Employment of Minors. Retrieved from [insert URL] Legal Information Institute. (n.d.). 29 CFR § 570.35 - Essential definition and duties
requirements for minors. Retrieved from [insert URL] Conclusion Complying with the kids employment laws in Wisconsin is of utmost importance for employers and parents alike, as it ensures the safety and well-being of young workers. With specific regulations in place, Wisconsin aims to protect minors while providing them with opportunities to
balance work, education, and leisure activities. By adhering to these laws and regulations, employers can create an inclusive and secure working environment, enabling young workers to gain valuable skills and experiences that contribute to their overall development and growth. Additionally, parents play a vital role in ensuring their children's
employment is in compliance with the law, advocating for their rights, and supporting their well-being. In Wisconsin, employers must obtain work permits for minors under 16 years old, ensuring legal compliance for both parties involved. Employers also have the responsibility to follow child labor laws, such as adhering to restrictions on work hours
and time of day, providing appropriate breaks, and maintaining a safe workplace environment. Prioritizing these responsibilities safeguards young workers' interests and prevents legal complications. Moreover, meal breaks and rest periods are mandatory for minors aged under 18, emphasizing their well-being, preventing fatigue, and fostering a
healthier work environment. Wisconsin's commitment to youth employment is evident through its structured and protective laws. By understanding and complying with these regulations, employers and parents can foster an environment that encourages young individuals to learn and develop while ensuring their safety and overall welfare. Prioritizing
the rights and well-being of young workers allows for a balanced approach that incorporates education, leisure, and valuable work experiences, enabling them to grow into responsible and successful contributors to society. Wisconsin has specific laws and regulations governing the employment of minors between the ages of 13 and 17. These laws
outline restrictions and requirements to ensure the protection and well-being of young workers. Most minors in Wisconsin must be at least 14 years old to be employed or permitted to work in most gainful occupations. However, there are exceptions for younger minors in certain jobs, such as agriculture, street trades, and domestic work. On non-
school days, minors can work up to 8 hours, while on school days, the limit is 3 hours. During non-school weeks, minors can work up to 40 hours, and during school weeks, the limit is 18 hours. Time of day restrictions also apply. In most cases, employers in Wisconsin must obtain work permits for minors under the age of 16 before allowing them to
work. These permits serve as proof of age and ensure compliance with child labor laws. Employers in Wisconsin are responsible for complying with child labor laws, including restrictions on hours and time of day, providing breaks, and ensuring a safe working environment. They must also obtain the necessary work permits for minors. Yes, minors
under the age of 18 who work more than 6 consecutive hours must have a minimum of 8 hours of rest between shifts. Understanding the minimum age to work in Wisconsin is essential for both young job seekers and employers. State and federal laws
regulate when minors can start working, what jobs they can do, and how many hours they are allowed to work. These rules protect young workers while allowing them to gain experience and earn income. To ensure compliance, Wisconsin has specific requirements regarding work permits, restricted job roles, and penalties for violations. Minimum Age
Under Wisconsin Law Wisconsin law sets the general minimum age for employment at 14. Exceptions exist for newspaper delivery, agricultural labor, and work for a parent's business, allowing younger children to work under specific conditions. These regulations align with the federal Fair Labor Standards Act (FLSA), which also sets 14 as the
minimum age for most non-agricultural jobs. State labor laws distinguish between minors under 16 and 17, with stricter regulations for the younger group. While 14- and 15-year-olds can work in retail, food service, and office jobs, they are barred from hazardous occupations as defined by state and federal guidelines. The Wisconsin
Department of Workforce Development (DWD) enforces these restrictions to ensure minors are not placed in unsafe roles. Required Work Documentation Minors under 16 must obtain a work permit before starting a job. Those aged 16 and 17 are generally exempt unless the job involves hazardous duties. The Wisconsin Department of Workforce
Development oversees the issuance of these permits. To obtain a permit, a minor must provide proof of age, a letter from the employer detailing job duties and hours, and written parental consent. A $10 permit fee is required, which the employer must reimburse once employment begins. Applications are handled through authorized permit officers at
prevent interference with education and well-being. For 14- and 15-year-olds, work is limited to three hours on a school day and 18 hours per week when school is not in session. Work hours must fall between 7:00 a.m. and 7:00 p.m. during the school
year, extending to 9:00 p.m. from June 1 through Labor Day. Minors aged 16 and 17 have more flexibility but still face restrictions. They cannot be required to work. While no specific daily or weekly hour limits exist for this group, employers
forklifts. Construction work involving roofing, excavation, or demolition is also banned due to safety risks. Work in environments with toxic substances, such as lead or asbestos, is strictly forbidden. Restrictions also apply to manufacturing and mining jobs where mechanical hazards and confined spaces present dangers. These prohibitions align with
federal guidelines under the FLSA. Penalties for Employers Employers who violate Wisconsin's child labor laws face fines ranging from $25 to $1,000 per offense. Repeated or severe violations can result in higher penalties, particularly if a minor is injured due to unlawful working
conditions. The Wisconsin Department of Workforce Development can also order back pay or restitution for unpaid wages. In extreme cases, the state may revoke business licenses or impose operational restrictions on repeat offenders. To avoid legal repercussions, employers must maintain accurate records of minor employees' work hours and
duties. Failure to comply can lead to audits, investigations, and additional penalties. When to Seek Legal Advice Employers should seek legal advice if they are unsure whether a job complies with state and federal regulations, particularly in industries with safety-sensitive roles. Consulting an attorney helps ensure company policies align with labor
laws and prevents costly violations. Minors and their parents may need legal assistance if an employer violates work restrictions, assigns prohibited tasks, or fails to pay wages properly. An employment attorney can assist in filing complaints with the Wisconsin Department of Workforce Development or pursuing legal action if necessary. This pages
was formerly named ERD-4758-P Minors must be at least 14 years of age to be employed or permitted to work in most gainful occupations. Younger minors may be employed or permitted to work as follows: 12 years of age Agriculture Street trades (delivering newspapers, selling products door-to-door or on the street) Work under direct supervision of
minor's parent or guardian in connection with parent's or guardian's business, trade, or profession if minor would otherwise be permitted to work in and around the home of the employer if not in connection with or part of a trade or business Sideline officials at
high school football games Ball monitors at high school football games or practices (as young as 11 permitted) Official for athletic events sponsored by private, nonprofit organization in which the minor Work in school lunch programs for the school
attended by the minor Other Participation in a court ordered juvenile restitution project at any age to perform fund raising Public Exhibition (theatrical performances, modeling, performing music, or singing) at any age Employment in domestic or farm work
performed outside of school hours in connection with the minor's own home or the family farm at any age Most Wisconsin employers hiring or permitting minors between the ages of 12 and 15 to work must possess a valid work permit for each minor before work may be performed. The work permit establishes a minor's proof of age and ensures that
 the employer, parent/guardian, and minor are aware of the employment of minors laws and regulations. The exceptions to the permit requirement are Minors working in or around a home and not in connection with the employer's business Volunteer work for a nonprofit organization, not as an employee Public
entertainment or exhibition Street trades for fundraising for nonprofit organizations, private or public schools Apprentices under Wis. Stat. § 106 Employed under the direct supervision of their parent or guardian in connection with the parent's or guardian's business, trade, or profession. Work permits may be obtained online. Review the step-by-step
instructions. Persons who engage minors to sell, offer for sale, solicit, collect, display or distribute newspapers or magazines, or other products or services on any street, in any public place, or door-to-door, must obtain a street trades permit for each minor. These permits may be obtained from any work permit officer. Persons who engage minors in
fundraising for nonprofit organizations, public or private schools need not obtain a street trades permit provided no employer-employee relationship exists between the parties. All employers of minors except those hiring minors for domestic service or agricultural work are required by law to display an informational poster, ERD 9212-P, entitled
"Hours and Times of Day Minors May Work in Wisconsin" in places where minors are employed or permitted to work. State law prohibits the use of minors to perform hazardous work in Wisconsin" in places where minors are employed or permitted to work. State law prohibits the use of minors May Work in Wisconsin" in places where minors are employed or permitted to work. State law prohibits the use of minors to perform hazardous work. A complete listing of the work listed as hazardous work.
worksite while in other instances a particular machine or activity is prohibited. The following list contains some of the more common hazards: Hazardous to all minors Adult bookstores Use of bakery machines Erection of or operation of amusement rides at carnivals, amusement parks, ski hills, and traveling shows Any work with asbestos, actinolite
amosite, anthophyllite, chrysotile, crocidolite, or tremolite Work in any confined space Mining Operation, set-up, or cleaning of meat and food slicers Excavations involving a trench four feet deep or greater Any work in a facility that manufactures or stores explosives Selling, serving, dispensing or giving away liquor Set-up, operation, or cleaning of
power driven metal forming; punching or shearing machinery Operation of motor vehicle on public roads as a regular job duty Any work with radioactive substances and ionizing radiations Operation of power driven circular saws, band saws, chain saws or guillotine shears Roofing operations Slaughtering, meat packing, processing or rendering Any
work at an employer experiencing a strike or lockout or participating as a picketer in a strike or lockout Work in logging, including sawmill, lath mill, shingle mill or cooperage-stock mill operation of most power driven woodworking machines Any work involving wrecking, demolition or shipbreaking When 16- or 17-year-
old minors work between the hours of 12:30 a.m. and 5:00 a.m., they must be under direct adult supervision Hazardous to minors under age 16 Agriculture (certain power-driven equipment and some jobs are prohibited unless employed on own home farm outside school hours for parent or guardian, or on another farm with permission of parent or
guardian if primarily for exchange purposes) Airports (in or about landing strip, taxi, or maintenance apron) Gun clubs (skeet and trap loaders) Operation of any power driven machines (other than office machines) Personal care of patients in hospitals and nursing homes Work in rooms where manufacturing, processing, storage, or warehousing takes
 place Communications and public utilities work (other than office work) Transportation of people or property by air, rail, or motor vehicle Street carnivals and traveling shows Minors are not permitted to work more than 6 consecutive hours without a 30-minute duty free meal break. Meal periods should be near the usual times of 6 a.m., 12 a.m., 6
 p.m. and 12 p.m. Employers who employ minors without a work permit may be assessed an amount equal to the workers compensation settlement for any work-related injury the minor experiences. If the minor was injured while performing prohibited work, the employer may be required to pay the minor an amount equal to twice the workers
compensation settlement in addition to the settlement. An employer who commits one of the following acts may be required to forfeit not less than $25 nor more than $1,000 for each day of the first offense: Employing or permitting a minor to work in a job in violation of a department order Hindering or delaying the department or school attendance
officers in the performance of their duties refusing to admit or locking out the officer from any place required to be inspected. For the second or subsequent violations within 5 years, the employer may be fined not less than $250 nor more than $30 days, or both. An
employer who employs a minor in violation of the hours or time of day limitations set by department regulation shall be liable for an amount equal to twice the regular rate of pay for all hours worked in violation per day or per week, whichever is greater. A parent or guardian permitting a minor under his or her responsibility to be employed or to work
in violation of any order of the department may be required to forfeit not less than $10 nor more than $1,000 for each day. State and federal laws do not limit the hours that minors 16 years
of age or over may work, except that they may not be employed or permitted to work during hours of required school attendance under Wis. Stat. § 118.15. State and federal laws also permit minors under 16 to work up to seven days per week in the delivery of newspapers and agriculture. In most other types of labor, minors under 16 may only work
six days a week. Most employers must obtain work permits for minors before permitting them to work. Maximum Hours of Work for 14 & 15 year-old minors School Days 8 hours 8 ho
Weeks 18 hours Permitted Time of Day 7 am - 7 pm 7 am - 9 pm Employers subject to both federal and state laws must comply with the more stringent section of the two laws. State employment of minors 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 under 16 years of age are limited to the maximum hours and time of day restrictions even though they may work for more than 6 consecutive hours without having a 30-minute, duty free meal period
Minors 16 and 17 years of age who are employed after 11:00 pm must have 8 hours of rest between the end of one shift and the start of the next shift. Minimum Wage for minors is $7.25 per hour. Employers may pay an "Opportunity Wage" of $5.90 per hour for the first 90 days of employment. On the 91st day, the wage must increase to $7.25 per
hour For further information about the federal employment of minors laws, call (608) 441-5221, or write to U.S. Department of Labor, Wage & Hour Division in Madison (608) 266-6860 or Milwaukee (414) 227-4384. This page was formerly named ERD-
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 minor Other Participation in a court ordered juvenile restitution project at any age Street trades for a private nonprofit organization or a private or public school at any age Employment in domestic or farm work performed outside of
school hours in connection with the minor's own home or the family farm at any age Most Wisconsin employers hiring or permitting minors between the ages of 12 and 15 to work must possess a valid work permit for each minor before work may be performed. The work permit for each minor before work may be performed. The work permit for each minor before work may be performed.
parent/guardian, and minor are aware of the employee in agriculture Minors working in or around a home and not in connection with the employer's business Volunteer work for a nonprofit organization, not as an employee Public entertainment or
exhibition Street trades for fundraising for nonprofit organizations, private or public schools Apprentices under Wis. Stat. § 106 Employed under the direct supervision of their parent or guardian in connection with the parent's or guardian's business, trade, or profession. Work permits may be obtained online. Review the step-by-step instructions
Persons who engage minors to sell, offer for sale, solicit, collect, display or distribute newspapers or magazines, or other products or services on any street, in any public place, or door-to-door, must obtain a street trades permit for each minor. These permits may be obtained from any work permit officer. Persons who engage minors in fundraising for
nonprofit organizations, public or private schools need not obtain a street trades permit provided no employer-employee relationship exists between the parties. All employers of minors except those hiring minors for domestic service or agricultural work are required by law to display an informational poster, ERD 9212-P, entitled "Hours and Times of
Day Minors May Work in Wisconsin" in places where minors are employed or permitted to work. State law prohibits the use of minors to perform hazardous can be found in the Wis. Admin. Code DWD 270.12 - 270.13. In some instances the hazardous work. A complete listing of the work listed as hazardous work.
instances a particular machine or activity is prohibited. The following list contains some of the more common hazards: Hazardous to all minors Adult bookstores Use of bakery machines Erection of or operation of amusement rides at carnivals, amusement rides at carnivals, amusement parks, ski hills, and traveling shows Any work with asbestos, actinolite, amosite, anthophyllite
chrysotile, crocidolite, or tremolite Work in any confined space Mining Operation, set-up, or cleaning of meat and food slicers Excavations involving a trench four feet deep or greater Any work in a facility that manufactures or stores explosives Selling, serving, dispensing or giving away liquor Set-up, operation, or cleaning of power driven metal
forming; punching or shearing machinery Operation of motor vehicle on public roads as a regular job duty Any work with radioactive substances and ionizing radiations Operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws or guillotine shears Roofing operation of power driven circular saws, chain saws, cha
experiencing a strike or lockout or participating as a picketer in a strike or lockout Work in logging, including sawmill, lath mill, shingle mill or cooperage-stock mill operation of most power driven woodworking machines Any work involving wrecking, demolition or shipbreaking When 16- or 17-year-old minors work
between the hours of 12:30 a.m. and 5:00 a.m., they must be under direct adult supervision Hazardous to minors under age 16 Agriculture (certain power-driven equipment and some jobs are prohibited unless employed on own home farm outside school hours for parent or guardian, or on another farm with permission of parent or guardian if
primarily for exchange purposes) Airports (in or about landing strip, taxi, or maintenance apron) Gun clubs (skeet and trap loaders) Operation of any power driven machines (other than office machines processing, storage, or warehousing takes place
Communications and public utilities work (other than office work) Transportation of people or property by air, rail, or motor vehicle Street carnivals and traveling shows Minors are not permitted to work more than 6 consecutive hours without a 30-minute duty free meal break. Meal periods should be near the usual times of 6 a.m., 12 a.m., 6 p.m. and
12 p.m. Employers who employ minors without a work permit may be assessed an amount equal to the workers compensation settlement for any work-related injury the minor was injured while performing prohibited work, the employer may be required to pay the minor was injured while performing prohibited work, the employer may be required to pay the minor was injured while performing prohibited work, the employer may be required to pay the minor an amount equal to twice the workers compensation
settlement in addition to the settlement. An employer who commits one of the following acts may be required to forfeit not less than $1,000 for each day of the first offense: Employing or permitting a minor to work in a job in violation of a department or school attendance officers in the
performance of their duties refusing to admit or locking out the officer from any place required to be inspected. For the second or subsequent violations within 5 years, the employer may be fined not less than $250 nor more than $1,000 for each day of the second or subsequent offense, or imprisoned not more than 30 days, or both. An employer who
employs a minor in violation of the hours or time of day limitations set by department regulation shall be liable for an amount equal to twice the regular rate of pay for all hours worked in violation per day or per week, whichever is greater. A parent or guardian permitting a minor under his or her responsibility to be employed or to work in violation of
any order of the department may be required to forfeit not less than $10 nor more than $1,000 for each day. State and federal laws do not limit the hours that minors 16 years of age or over
may work, except that they may not be employed or permit minors under 16 to work during hours of required school attendance under Wis. Stat. § 118.15. State and federal laws also permit minors under 16 may only work six days a
week. Most employers must obtain work permits for minors before permitting them to work. Maximum Hours of Work for 14 & 15 year-old minors School Days 3 hours 3 hours Weekly Hours Non-School Weeks 40 hours School Weeks 18
hours 18 hours Permitted Time of Day 7 am - 7 pm 7 am - 9 pm Employers subject to both federal and state laws must comply with the more stringent section of the two laws. State employment of minors 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 under 16 years of age are limited to the maximum hours and time of day restrictions even though they may work for more than 6 consecutive hours without having a 30-minute, duty free meal period
Minors 16 and 17 years of age who are employed after 11:00 pm must have 8 hours of rest between the end of one shift and the start of the next shift. Minimum Wage for minors is $7.25 per hour. Employers may pay an "Opportunity Wage" of $5.90 per hour for the first 90 days of employment. On the 91st day, the wage must increase to $7.25 per
hour For further information about the federal employment of minors laws, call (608) 441-5221, or write to U.S. Department of minors laws for 
establish a thorough framework of regulations designed to protect young workers while facilitating their entry into the workforce. These statutes address vital aspects such as minimum age requirements, permissible work hours, safety restrictions, and mandatory documentation. Understanding these laws proves important for employers, parents, and
young workers alike, as violations can result in significant penalties. The intricate balance between protecting youth and enabling valuable work experience shapes these important regulations. Legal Working Age Requirements for Wisconsin Youth Wisconsin Youth Wisconsin Youth Wisconsin Youth Wisconsin Youth and enabling valuable work experience shapes these important regulations.
younger minors in certain occupations. These exceptions allow individuals under 14 to work in agricultural settings, street trades, and under parental supervision without restriction. For most employment opportunities, minors under 16 must obtain a work permit before beginning employment. This requirement excludes agricultural work and
domestic service positions. The permit application process requires written parental consent and valid proof of age documentations. These regulations guarantee proper oversight while maintaining flexibility for various work situations. The state's
structured approach to youth employment balances protective measures with opportunities for workforce responsibly. This system enables young people to gain valuable work experience while maintaining
appropriate safeguards through documentation requirements and parental involvement in the decision-making process. Restricted Hours During School Year Building upon the work permit requirements, strict limitations govern the hours minors can work during the school year in Wisconsin. For youth aged 14-15, employment is restricted to 3 hours minors can work during the school year in Wisconsin.
on school days and 18 hours per week during school hours unless specifically authorized. State law prohibits minors from working during mandatory school hours, though exceptions exist for approved work experience and
career exploration programs. After age 16, restrictions become more flexible. Sixteen and seventeen-year-olds can work unlimited hours, requiring only an 8-hour rest period between shifts when working more than 6 consecutive hours. Summer Employment
Guidelines During summer months, Wisconsin's labor regulations allow expanded working hours and opportunities for minors while maintaining core safety protections. Between June 1 and Labor Day, minors under 16 can work up to 40 hours per week between 7 AM and 9 PM. Approved positions include retail, intellectual, and creative roles, along
with specific service jobs like food service and yard work. Agricultural work and newspaper delivery are permitted seven days per week. Work permits remain mandatory for those under 16, and employers must obtain these before employment begins. Front-line supervisors must provide clear task instructions and hands-on training for all assigned
duties. Strict safety measures continue to apply. Minors under 18 must receive 30-minute duty-free meal breaks after six consecutive hours of work. Power equipment operation remains prohibited for those under 16, and restrictions on hazardous occupations apply to all minors under 18. Wages and Payment Standards for Young Workers Beyond
scheduling requirements, young workers must receive fair compensation according to Wisconsin's established wage standards. The state mandates a minimum wage of $7.25 per hour for minors, with employers permitted to implement a $5.90 opportunity wage during the first 90 days of employment. Tipped positions maintain separate standards at
16-17 $7.25/hr No limit Overtime after 40hrs 18+ $7.25/hr No limit Adult status Certain occupations, may operate under different wage standards. Employers must guarantee compliance with both federal and state regulations, maintaining appropriate documentation and workers, golf caddies, and camp counselors, may operate under different wage standards.
permits. Dangerous Jobs and Safety Restrictions Wisconsin labor laws establish strict guidelines regarding hazardous occupations and safety restrictions for minor workers, with prohibitions varying based on age groups. Minors are forbidden from working in adult bookstores, amusement parks, ski hills, and traveling shows. Additionally, they cannot
operate power-driven machinery like circular saws, band saws, or quillotine shears. Employers who violate these restrictions may face treble compensation claims if injuries occur. For those under 16, restrictions may face treble compensation claims if injuries occur. For those under 16, restrictions may face treble compensation claims if injuries occur. For those under 16, restrictions include a six-day workweek limit and prohibition from using power-driven machines except office equipment. They cannot provide personal
care in healthcare facilities or work in manufacturing areas. Sixteen and seventeen-year-olds face fewer limitations but must have adult supervision between 12:30 a.m. and 5:00 a.m. All minors are prohibited from hazardous occupations involving explosives, chemicals, logging, mining, and construction activities like roofing and demolition. Required
          ntation and Work Permits Before minors can legally work in Wisconsin, they must obtain specific documentation and work permits through a structured application process. Application process. Application process. Application process and written employer intention and work permits through a structured application process.
detailing job specifics. Parental consent and a $10 fee, reimbursable by employers, are also mandatory. Required documents include proof of age, Social Security card, employer letter, parental consent, and a refundable $10 fee. Permits are required for workers under 16, except in agriculture, domestic service, volunteer work, public entertainment
or family businesses under direct parental supervision. Minors age 16-17 are exempt from work permit requirements. The permit process involves submitting documentation to authorized permit officers, who verify compliance with labor laws. Once approved, permit copies are distributed to the employer, minor, and school district. Online applications
are available through the DWD system. Break Policies and Rest Periods Wisconsin's labor laws mandate specific meal break requirements for minor employees, requiring a 30-minute duty-free break when working more than six consecutive hours. Employees must establish accurate timekeeping systems to properly track and verify minor employees'
breaks and work hours. The timing of these meal periods must occur reasonably close to the halfway point of the shift, and employers face civil penalties for non-compliance with these regulations. For minors aged 16 and 17 who work after 11:00 PM, state law requires a minimum of eight hours of rest between shifts to guarantee adequate recovery
time. Mandatory Meal Break Rules Safety and compliance standards in minor labor law require employers to provide mandatory meal break for every 6 hours worked, scheduled near traditional meal times at 6 a.m., 12 p.m., or 6 p.m. Minors are
limited to six working days in any given week. Requirement Duration Notes Meal Break 30 minutes Every 6 hours Work Status Duty-free Complete relief Payment Unpaid allowed If no duties Employers must maintain accurate time-tracking records to demonstrate adherence with these regulations. Failure to provide required breaks can result in civil
penalties ranging from $25 to $1,000 per day. Additionally, employers utilizing minors in agricultural positions must guarantee these workers receive comparable 30-minute meal periods, maintaining consistency across industries. Rest Between Shifts Requirements Beyond meal break requirements, employers must implement specific rest periods
between shifts for minor employees in Wisconsin. The state mandates that minors aged 16 and 17 receive a minimum of 8 hours of rest between shifts when working after 11:00 PM. While Wisconsin does not require mandatory rest breaks for adult employees, minors have distinct requirements that employers must follow. The Department of
Workforce Development enforces these regulations, imposing fines for non-compliance. Minors must receive a 30-minute meal break after working six consecutive hours. Employers must obtain work permits for minors under 16 and guarantee adherence to rest period regulations. Certain industries, such as agriculture and newspaper delivery, allow
minors under 16 to work seven days per week, though employers remain responsible for maintaining appropriate rest periods. Automated scheduling systems can help track and guarantee compliance with these requirements. Agricultural Employment Rules Agricultural employment regulations in Wisconsin establish distinct parameters for minors
working on farms, with core provisions addressing minimum age requirements and supervision. Notable exceptions exist for home farms, where minors can work without restrictions provided they have
parental consent. These arrangements may include exchange of labor activities between farmers when authorized by parents. While minors under 16 can work up to seven days weekly in agriculture, they face restrictions regarding hazardous equipment operation, including tractors and harvesters. The regulatory framework, governed by Wisconsin
Statutes sections 103.64 to 103.82 and DWD 270.15, exempts agricultural work from standard work permit requirements. These provisions maintain flexibility for seasonal agricultural demands while implementing safety measures through mandatory training and adult supervision requirements. Enforcement and Reporting Violations Wisconsin's
labor law enforcement system operates through a multi-tiered framework of penalties, reporting mechanisms, and investigative protocols designed to protect minors in the workplace. Employers face fines ranging from $25 to $1,000 per day for initial violations, escalating to $5,000 for subsequent offenses within five years. The Department of
Workforce Development has implemented online reporting tools to address the rising number of child labor complaints, which have increased since 2018. Of the 86 complaints filed last year, 13 resulted in financial penalties, while 64 remain under investigation. The U.S. Department of Labor provides additional oversight, collaborating with state
authorities to enforce both federal and state regulations. Double compensation may be required when minors are injured while performing prohibited work, and employers must maintain proper work permits and safety documentation. The state averages 99 violations per year since 2018, ranking second highest among neighboring states for child
labor infractions. Final Thoughts Wisconsin's labor laws for minors stand as protective guardrails, symbolizing society's commitment to safeguarding young workers while fostering their entry into the workforce. These regulations function as a complex web of rules, interweaving age restrictions, safety protocols, and documentation requirements. Like
a well-calibrated machine, this legal framework maintains the delicate balance between youth employment opportunities and workplace protection, ensuring compliance through systematic enforcement mechanisms. THIS SERVICE MAY CONTAIN TRANSLATIONS POWERED BY GOOGLE. GOOGLE DISCLAIMS ALL WARRANTIES RELATED TO THE
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accuracy of the information contained in the translated website, refer to the English version of the website, which is the official translation of, or other meaningful access to, vital information on DWD's website, please contact the DWD WEB TEAM. Wisconsin (WI) Quick Reference Table Age Summary of Requirements 14-
15 Must have a work permit and work for a maximum of four hours a day, 26 hours a week or 32 hours for partial school week. Unable to work before
5:00am or after 11:00pm. 18-20 Must be 18 to work in establishments that sell or serve alcohol for consumption. No restrictions. How Old Do You Have to be to Work in Wisconsin? In the State of Wisconsin, minors must stand at least 14 years of age in order to work in what the state considers gainful
occupations. In order for employers of the state to hire minors, youths must first acquire work permits. They can receive employment papers applications from their school year is over. Search jobs in Wisconsin How to Get a Work Permit
Regardless of the season, all minors working outside of the agricultural field must have a work permit before they can work in the state of Wisconsin. There are various locations throughout the state where teens can get their employment papers, including city hall, their local school board office and the Chamber of Commerce building. After finding are their employment papers, including city hall, their local school board office and the Chamber of Commerce building.
job, minors must receive a letter of "Intent to Employ" from their future boss, stating that they will hire the teen, and detailing the tasks they will perform. The youth's parent or guardian must also provide written consent for their child to work. These young adults must also gather their birth certificate or state ID, social security card and a ten dollar
permit fee. The employer must reimburse the minor on or before the date of their first paycheck. The issuing officer will approve the forms and give the teen their work permits. Minors must provide proof of age, i.e. in the form
of birth certificates or appropriate state identifications, written consent of parents or guardians, valid social security cards, and payment of the permit fee, typically $10.00 and reimbursed by the employer at a later date. A minor must also present a written intent to hire from the potential employer, which would include job duties, hours, and the time
of day of all work performed. A permit officer may refuse to issue a work permit if deemed in the best interest of the child, with no permit issued for any type of employment prohibited by the State of Wisconsin. Exceptions to Wisconsin work permit requirements include the following: Minors employed in agriculture Minors working in or around a
home and not in connection with a potential business Volunteer work for a nonprofit organization, not as an employee Public entertainment or exhibition Street trades for fundraising for private or public schools as well as nonprofit organizations.
exceptions to the rules allow children as young as 12 to work in Wisconsin. Such jobs include most positions in agriculture, street trades, such as delivering newspapers, school lunch programs, babysitting in private homes, and golf course caddies. In addition, a minor standing 12 years of age may also work in a business owned by a parent as long as
the work remains allowed by state labor laws. Minors under the age of 14 must follow all work permit permissions, as well. State child labor laws make a general distinction between younger teens and older teens; however, Wisconsin minors may gain acceptable employment through a variety of suitable businesses. Work found in arcades, bowling
alleys, roller skating rinks, theaters, stadiums, and arenas may fall into acceptable locations for minors 14 and older. Certain machinery at each location may remain prohibited; however, most general employment remains available. For minors 16 and over, work in restaurants, hotels, factories, commercial cleaning, hospitals, landscaping,
lifequarding, nursing homes, and service stations remain acceptable arena of work. The type of employment allowed at such locations usually increases with age, though most still require adult supervision in order to complete properly and safely until reaching adulthood in the eyes of the law. Prohibited Occupations The State of Wisconsin lists
certain occupations as hazardous to all minors between the ages of 12 and 17. The list includes: Adult bookstores Use of bakery machine working in a confined space Selling, serving, or dispensing liquor Excavating involving a trench four feet deep or
greater Roofing operations Operating power-driven saws or shears Working with any radioactive substance Operating a motor vehicle on public roads as a regular job duty (i.e. a taxi) Operating operating operating power-driven saws or shears Working with any radioactive substance Operating a motor vehicle on public roads as a regular job duty (i.e. a taxi) Operating operating
falling under a "student learner" provision. A student learner remains defined as a student of an accredited school-work training under a bona fide written school-work training program agreement. To enter into a school-work training agreement, the provision
should include the name of the student learner, a signature of the parent/guardian, employer, and school principal, and needs to indicate the amount of supervision, hazard, scheduling, and all safety stipulations. The minor must also stand above 16 years of age. Restrictions on Work Hours State and federal laws do not limit the hours minors 16 and
over may work, with the exception of working during school hours. For minors between the ages of 14 and fifteen, different restrictions take place. On school days, minors may work up to eight hours and up to 40
hours a week. For the time period of June 1 through Labor Day, the daily and weekly hourly restrictions remain the same, except the permitted time of day extends to 9:00pm. Additional child labor laws prohibit work for certain occupations and may receive hourly limitations, as well. Minors under the age of 16 may work for more than one employer
during the same day or week but must still meet the hours and time of day restrictions. In contrast, minors under the age of 18 may not work more than six consecutive hours without receiving 30-minute, duty-free meals. In the case of minors 16 and 17 employed after 11:00pm, the youth must receive at least eight hours of rest between the end of
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one shift and the start of the next. source: Wisconsin child labor laws

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