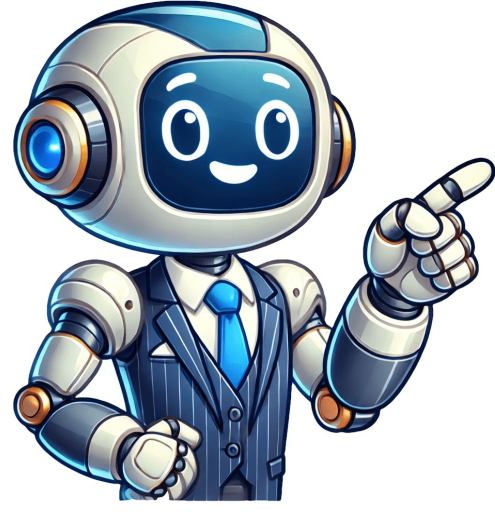


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Published On: March 29, 2025 In Wisconsin, teenagers eager to join the workforce must adhere to state labor laws that regulate the minimum working age, permit requirements, and job restrictions. These laws are designed to ensure young workers' safety 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 do, the number of hours they can work, and whether they need a work permit. Most minors under 16 years old must obtain a 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 restricting minors from hazardous jobs. The limitations vary based on age groups. Operating power-driven machinery (including lawnmowers and slicers) Working in construction or demolition Manufacturing and processing machinery Driving a motor vehicle as part of the job Serving alcohol as a bartender's licensee Operating motor vehicles as part of employment Mining, logging, or roofing industries Handling explosives or operating heavy machinery Exposure to hazardous conditions 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, clothing stores, and customer service roles Food Service - Fast food, restaurants (excluding alcohol 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 AM - 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 day and 40 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 for prohibited jobs, businesses may be fined or even face legal action. Parents and 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 education or well-being. These regulations encompass age restrictions, work permits, limitations 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 maximum 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 permits. Individuals aged 16 and 17 may work in a broader range of occupations but are still restricted from 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 public messenger services. These restrictions are in place to ensure the safety and well-being of minor workers. Are There Different Age Requirements for Employment in Cities or Municipalities Across Wisconsin? No, 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, such as obtaining work permits 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? Wisconsin has specific restrictions governing the working hours of minors. Minors Aged 14 and 15: When school is in session: No work during school hours. May work up to 3 hours on a school day. Limited to 18 hours per 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 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 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. What Requirements Are There for Employment During School Hours in Wisconsin? Minors under 16 are generally prohibited from working during school hours unless they are enrolled in a regular school work-training program and have obtained a 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: Breaks: All minors must be given a 30-minute, duty-free meal period when they work more than 6 consecutive hours. 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 labor laws. Conclusion Wisconsin's child labor laws are designed to balance work opportunities for minors 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 work permit 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 the following key provisions: Minimum Age: Minors aged 13 and 14 are prohibited from employment. Minors aged 15 and 16 are allowed to work in non-hazardous jobs outside of school hours, provided they obtain the necessary work permits. Minors aged 16 and 17 may work in a broader range of occupations but are still restricted from hazardous positions while upholding legal standards. Key Takeaways: Wisconsin has specific laws governing the employment of minors aged 13 to 17. Minors 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 14 years old Agricultural Work 12 years old Street Trades 12 years old Domestic Work 12 years old Work 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, minors are limited to working no more than 3 hours during school hours. During non-school weeks, minors can work up to 40 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 30-minute, duty-free meal period. Minors aged 16 and 17 who work after 11:00 p.m. 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 Requirements Wisconsin sets the minimum age for employment at 14 years old for most non-agricultural jobs. State labor laws distinguish between minors under 16 and those aged 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 schools or government offices. Employers must verify that minors have the required documentation before allowing them to work. Work permits are job-specific, meaning a new permit is needed if a minor changes employers or takes on additional work. Allowable Hours of Employment Wisconsin law limits the number of hours minors can work to 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 in a school week. On non-school days, they may work up to eight hours, with a maximum of 40 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 more than six consecutive days per week and must receive a 30-minute meal break after six hours of work. While no specific daily or weekly hour limits exist for this group, employers must ensure minors are not working more than 14 consecutive days per week. Minors aged 16 and 17 are also prohibited from working more than 40 hours per week. Hazardous Work Prohibitions Certain jobs are strictly off-limits for minors. These include work involving explosives, toxic substances, or heavy machinery. 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 harmed. Beyond fines, businesses may face civil liability 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 page was formerly named 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. A complete listing of the work listed as hazardous can be found in the Wis. Admin. Code DWD 270.12 - 270.13. 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