Child Labor Laws

MAINE DEPARTMENT OF LABOR
Labor Standards

Child Labor Laws of the State of Maine provide protection for people under the age of 18 in nonagricultural jobs. The Maine Department of Labor administers the laws, which all employers must follow. Department representatives inspect workplaces to ensure compliance. Citations and penalties may be issued to employers who do not comply.

This poster describes some important parts of the laws. A copy of the actual laws and formal interpretations may be obtained from the Department of Labor, Bureau of Labor Standards, by calling (207) 623-7900. (The laws are also on the Bureau web site.)

Maine Law (Title 26, M.R.S.A. § 42-B) requires every employer to place this poster in the work-place where workers can easily see it.

This poster is provided at no cost by the Maine Department of Labor and may be copied.

14- & 15-year olds may work in most businesses, except in most jobs in manufacturing, mechanical, dry cleaners, bakeries, hotels/motels, and most commercial places of amusement. **Minors under 14 years old** may not work in most businesses by Federal Law.

Work Permits

- Minors under 16 years of age need work permits in order to work.
- Superintendent of schools certify academic standing.
- Minor allowed only 1 permit during the school year but 2 during summer vacation.
- Minor cannot work until permit is approved by Bureau of Labor Standards.
- Employer keeps Bureau-approved permit on file.

Work Hours

Under 16 years old

- No more than 6 days in a row.
- Cannot work before 7:00 a.m.
- Not after 7:00 p.m. during school year.
- Cannot work after 9:00 p.m. during summer vacation.

When School Is Not in Session

- No more than 8 hours in any one day (weekend, holiday, vacation or workshop).
- Not more than 40 hours in a week (school must be out entire week).

When School Is in Session

- No more than 3 hours on a school day, including Friday.
- Not more than 18 hours in a week that school is in session one or more days.

For more information, contact:

Maine Department of Labor
Bureau of Labor Standards
45 State House Station
Augusta, Maine 04333-0045
Telephone: 207-623-7900 or 207-623-7930
TTY users call Maine Relay 711
Web site: www.maine.gov/labor/bls

16- & 17- years olds may work in most businesses, however not in hazardous jobs.

Prohibited Jobs

Youth under 18 years old are not allowed to work at many hazardous jobs. Contact the Bureau of Labor Standards for details. For a current list of hazardous jobs see Federal Regulation 29 CFR, Part 570.

16- & 17- years old (enrolled in school)

- No more than 6 days in a row.
- Cannot work before 7:00 a.m. on a school day.
- Cannot work before 5:00 a.m. on a non-school day.
- Cannot work after 10:15 p.m. the night before a school day.
- Can work up to midnight when there is no school the next day.

When School Is Not in Session

- No more than 10 hours in any one day (weekend, holiday, vacation, or workshop).
- No more than 50 hours in a week.

When School Is in Session

- No more than 6 hours on a school day.
- No more than 10 hours on any holiday, vacation, or workshop day.
- On last day of school week may work up to 8 hours.
- No more than 24 hours in a week except may work 50 hours any week that approved school calendar is less than 3 days or during the first and last week of school calendar.

Recordkeeping

All employers must keep accurate payroll records for workers under18. Records must show what time the minor began work, total hours worked, and what time the minor finished work each day.

Note: *Maine employers may also be covered under the Federal Fair Labor Standards Act. For more information, contact the U.S. Department of Labor Wage and Hour Office at 603-666-7716 or http://youth.dol.gov/.*