



**INFORMATION SHEET FOR STATE AND FEDERAL REGULATIONS FOR EMPLOYING TEENAGERS
 FOR EMPLOYERS SUBJECT TO COVERAGE OF BOTH FAIR LABOR STANDARDS ACT OF 1938 AND YOUTH EMPLOYMENT STANDARDS ACT OF 1978.**

THIS INFORMATION SHEET IS INTENDED FOR GENERAL INFORMATION ONLY; IT DOES NOT CARRY THE EFFECT OF THE LAW.

AGE	STATE REQUIREMENTS	FEDERAL REQUIREMENTS	STRICTER STANDARD
14 AND 15 YEARS OLD	<p>May be employed between the hours of 7 a.m. and 9 p.m. Minor shall not be employed during school hours. Minor is limited to working no more than 10 hours in a day, with a weekly average of 8 hours per day.</p> <p>Combined hours of school and work cannot exceed 48 hours in a work week.</p> <p>Not more than 48 work hours when school is not in session.</p> <p>Shall not work more than 6 days in any week.</p>	<p>May work between the hours of 7 a.m. and 7 p.m. between Labor Day and June 1. A minor shall not work more than 3 hours (after school) on school days and not more than 8 hours on non-school days or when school is not in session. During the period of June 1 through Labor Day, a minor may be employed until 9 p.m.</p> <p>Employed no more than 18 hours while school is in session.</p> <p>No more than 40 hours in non-school weeks.</p> <p>No Federal Standard</p>	<p>Federal Standards</p> <p>Federal Standards stricter unless Work Permit shows more than 30 hours in school. Combined school and workweek shall not exceed 48 hours under state standard.</p> <p>State Standard</p>
16 AND 17 YEARS OLD	<p>May be employed between the hours of 6 a.m. and 10:30 p.m. Sunday through Thursday. May be employed between 6 a.m. and 11:30 p.m. Fridays and Saturdays, during school vacation periods, and during periods when a minor is not regularly enrolled in school. Minor is limited to working no more than 10 hours in a day, with a weekly average of 8 hours per day.</p> <p>Combined hours of school and work cannot exceed 48 hours; and a total of 48 hours work when school is not in session. No more than 6 work days in a week.</p>	<p>No hours restrictions</p> <p>No workweek restrictions</p>	<p>State Standards</p> <p>State Standards</p>

GENERAL INFORMATION													
STANDARD	STATE REQUIREMENTS	FEDERAL REQUIREMENTS	STRICTER STANDARD										
MEAL/REST PERIODS	A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 consecutive minutes for a meal/rest period. The meal/rest period must be recorded in the time records.	No meal/rest period requirements.	State Standards										
ADULT SUPERVISION	A minor shall not be employed unless the employer or an employee who is 18 years of age or older is present. The same requirement exists for the employment of a minor at a fixed site in an occupation that involves cash transactions after sunset or 8 p.m., whichever is earlier.	No requirements for supervision.	State Standards										
WORK PERMITS	A minor shall not be employed until the person proposing to employ the minor procures from the minor, and keeps on file at the place of employment, a copy of: <ol style="list-style-type: none"> 1) a work permit or written training agreement between the employer and the school the minor attends, OR 2) proof of emancipation, OR 3) proof of completion of graduation for minors 16- and 17-years-old, OR 4) proof of passing the G.E.D for minors 17-years-old, OR 5) approved performing arts authorization 	No work permit requirement. Proof of age is required.	State Standards										
WAGES	<p>Michigan minimum wage rate does not apply to minors under 16 years of age.</p> <p>Allows a training wage for newly hired employees 16 to 19 years old of \$4.25 per hour for the first 90 days of employment.</p> <p>Minors 16 to 17 years of age may be paid 85% of the minimum hourly wage rate, unless the federal minimum rate is greater than the state 85% rate, then the federal rate is required to be paid.</p> <p>Michigan's Minimum Hourly Wage Rate is:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Effective Date</th> <th>Minimum Hourly Wage Rate</th> <th>85% of Minimum Hourly Wage Rate</th> </tr> </thead> <tbody> <tr> <td>July 24, 2009</td> <td>\$7.40</td> <td>\$7.25*</td> </tr> </tbody> </table>	Effective Date	Minimum Hourly Wage Rate	85% of Minimum Hourly Wage Rate	July 24, 2009	\$7.40	\$7.25*	<p>Federal minimum hourly wage rate is \$7.25 as of July 24, 2009.</p> <p>Allows a training wage for employees under 20 years of age of \$4.25 per hour for the first 90 consecutive calendar days of employment.</p> <p>Federal Minimum Wage Rate:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Effective Date</th> <th>Federal Minimum Hourly Wage Rate</th> </tr> </thead> <tbody> <tr> <td>July 24, 2009</td> <td>\$7.25</td> </tr> </tbody> </table>	Effective Date	Federal Minimum Hourly Wage Rate	July 24, 2009	\$7.25	<p>Federal Standard</p> <p>Federal Standard</p> <p>*Federal Standard for minors paid less than the state minimum rate.</p> <p>State Standard for minors paid the state minimum rate.</p>
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