

## HOURS

- Minors may not work during school hours while school is in session.
- Minors age 14 and 15 years old combined hours of school and work cannot exceed 48 hours in a workweek.
- 14- and 15-year-olds may not work before 7:00 a.m. or after 9:00 p.m.
- Minors 16 and 17 years old may work 24 hours per week when school is in session and 48 hours per week when school is not in session.
- 16- and 17-year-olds may not work before 6:00 a.m. or after 10:30 p.m. Sunday through Thursday and 11:30 p.m. on Friday and Saturday when school is in session and 11:30 p.m. 7 days per week when school is not in session.
- Minors are limited to working no more than 10 hours in a day with a weekly average of 8 hours per day.
- A minor may not work more than 6 days in a week.
- Approval may be granted for 16- and 17-year-olds to work beyond the starting and ending times specified in the Youth Employment Standards Act. Approvals can be obtained online from the Wage and Hour Division. 14- and 15-year-olds are not allowed to work beyond the times described in the act.

## BREAKS

Workers less than 18 years of age may not work more than 5 hours without a documented 30-minute uninterrupted break.

## SUPERVISION

- A minor may not be employed unless the employer or another employee 18 years of age or older provides supervision.
- Supervision means being on the premises to direct and control the work of minors and to assist in case of an emergency.
- Special penalties apply for employing minors in occupations involving cash transactions after sunset or 8:00 p.m., whichever is earlier, without required supervision.

## ENFORCEMENT

Violation of the act is a misdemeanor punishable by imprisonment for not more than 1 year, or a \$500.00 fine, or both. Penalties increase for adult supervision violations.

Complaints may be filed online at [www.michigan.gov](http://www.michigan.gov).

Many Michigan employers and their employees under 18 years of age are subject to federal rules and regulations. For information about federal regulations contact the U.S. Department of Labor, Wage and Hour Division, toll-free at 1-866-487-9243.

### Other Michigan Labor Laws

In addition to the Youth Employment Standards Act, the Wage and Hour Division also administers:

#### Michigan Minimum Wage Law (MWL)

PA 337 of 2018, the Improved Workforce Opportunity Wage Act, as amended, establishes the minimum wage including subminimum wage rates for certain employees, overtime pay, and recordkeeping and equal pay standards.

#### Payment of Wages and Fringe Benefits

PA 390 of 1978, as amended, establishes the time and manner for payment of wages and fringe benefits.

#### Paid Medical Leave Act (PMLA)

PA 338 of 2018, as amended, establishes the paid medical leave requirements, accrual amounts, allowed usage, and recordkeeping standards for certain eligible employees.

#### Human Trafficking

PA 62 of 2016, requires the posting of certain notices relating to human trafficking by certain entities.

This brochure is intended for general information only. It does not include all the provisions of Act 90, Public Act of 1978.

LEO is an equal opportunity employer/program. Auxiliary aids, services, and other reasonable accommodations are available upon request to individuals with disabilities. Call (517) 284-7800 to make your needs known to this agency.

Cost: 10,000 copies \$1,755.05@ \$0.18 per copy  
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# EMPLOYING MINORS IN MICHIGAN



### Wage and Hour Division

Stevens T. Mason Building  
530 W. Allegan St. Lansing, MI 48933  
(517) 284-7800

### Southeast Michigan

Cadillac Place  
3026 W. Grand Blvd., Suite 9-450  
Detroit, MI 48202

### Mailing Address:

PO Box 30476  
Lansing, MI 48909-7976

Toll Free: 1-855-4MI-WAGE  
(1-855-464-9243)  
[www.michigan.gov/wagehour](http://www.michigan.gov/wagehour)

The Youth Employment Standards Act (YESA) establishes regulations for employing minors in the State of Michigan.

### MINORS COVERED

It covers workers under the age of 18 including volunteers and performing artists.

Every employer who hires young workers should know that:

- A minor must be at least 14 years old for most occupations unless exempt from the Youth Employment Standards Act.
- A work permit is required unless the minor is exempt from the act.
- Minors may be employed in most jobs except those considered hazardous.

### MINORS NOT COVERED

The Youth Employment Standards Act does not apply to several groups of young people provided proof of exemption is on file at the worksite. These groups include, but not limited to:

- 16- and 17-year-olds who have completed requirements for high school graduation.
- 17-year-olds who have passed the GED test.
- Emancipated minors.
- Students 14 years old and older working under a work-study contract between an employer and a school district that provides supervision.
- Domestic workers at private residences.
- Minors working in businesses owned and operated by their parents.
- Workers who plant, cultivate, or harvest crops or raise livestock on farms.

### WORK PERMITS

Teenage workers who are not exempt from the act must have a work permit before beginning work. Work permits are available at [www.michigan.gov/wagehour](http://www.michigan.gov/wagehour) and from most schools or their administrative offices.

- If a minor changes jobs, a new work permit is required for the new employer.
- A work permit may be taken away for poor academic performance or an employer's non-compliance with the act.
- A work permit is required even if the minor does not attend school.

### WAGES

- Wages must be paid weekly, biweekly, monthly, or semimonthly.
- Michigan's minimum hourly wage rate for individuals 18 years of age or older can be found below.
- Minors 16 to 17 years of age may be paid a subminimum wage equal to 85% of the minimum hourly wage rate.
- If minors receive tips, an hourly rate of at least 38% of the minimum wage rate must be paid. Signed, dated tip statements must be obtained prior to payday. The combined total from adding hourly wages with declared tips must be equal to or greater than the minimum hourly wage rate at the end of each pay period. If not, the employer must make up the difference.

EFFECTIVE DATE	MINIMUM HOURLY WAGE RATE	85% OF MINIMUM HOURLY WAGE RATE
1/1/2020	\$9.65	\$8.20
1/1/2021*	\$9.65	\$8.20
1/1/2022**	\$9.87	\$8.39

\*the rate did not increase for 2021 because the state unemployment rate exceeded 8.5%.

\*\*the 2021 increase may occur in 2022 if the state unemployment rate is less than 8.5%.

### WORKPLACE RESTRICTIONS

#### MINORS EMPLOYED IN WORKPLACES INVOLVING ALCOHOL

Minors 14 to 17 years old may be employed in a business where alcoholic beverages are sold or consumed if the sale of food or other goods is at least 50% of the total gross receipts.

Minors 14 and 15 years old cannot work in the part of a business where alcohol is consumed. Minors under the age of 18 cannot sell, serve, or supply alcoholic beverages.

#### HAZARD WORKPLACE RESTRICTIONS

Minors covered by the act may not work in any occupation determined to be hazardous. This includes, *but is not limited to*:

- Contact with hazardous substances, chemicals, explosives, or radioactive substances.
- Driving and working as an outside helper (pizza delivery, etc.).
- Jobs in the logging and sawmill industry.
- Jobs using woodworking machinery.
- Work on construction sites, excavation sites, bridges, streets or highways.
- Slaughtering, butchering, cutting meat or using meat slicers, cleavers, or boning knives.
- Occupations involving power driven equipment, tools, saws, or machinery (bakery machines, paper product machines, and metal-forming, punching, and shearing machines).