

Dear Parent/Guardian,

As summer approaches, many Massachusetts teenagers will be looking for jobs. While students are considering the financial benefits and small sense of freedom that a job can bring, as educators and parents we have an opportunity to educate young workers about the laws that are designed to protect them. Working together we can help them make a safe and seamless transition into the working world.

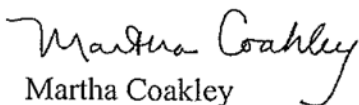
When your student applies for a job, he or she must get a work permit from the school. The work permit process is an opportunity to inform young workers of their right to be safe in the workplace. We believe that as parents/guardians, you are in a unique position to provide positive and accurate information about the rights and safety of young workers

For your reference, we have included a fact sheet highlighting some of the Massachusetts youth employment laws. More detailed information can also be found on the Attorney General's website at www.mass.gov/ago/youthemployment.

We encourage you to familiarize yourself with this information and to help educate your children as well.

Thank you for your continued commitment to your teenager's safety. We hope that you will join us in this important effort.

Cordially,



Martha Coakley
Massachusetts Attorney General

Superintendent of Schools

Enc.



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YOUTH EMPLOYMENT LAWS

Minimum wage. The minimum wage in Massachusetts is \$8.00 an hour.

Minors under the age of 14 cannot work. There are a few exceptions, such as babysitting, working as a news carrier, working on farms, or working in entertainment (with a special permit).

Work permits. Minors (ages 14 to 17) need a work permit to work in Massachusetts. For work permit applications, visit www.mass.gov/dos.

Hazardous Jobs. Teens under 18 years of age are prohibited from certain dangerous or hazardous occupations, industries, and tasks. For a list of prohibited occupations for minors 14-15 and 16-17 years of age, please visit the Attorney General's Office website at www.mass.gov/ago/youthemployment.

Supervision. After 8:00 p.m., all minors must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonably accessible to the minor, unless the minor works at a kiosk, cart or stand in the common area of an enclosed shopping mall that has security from 8:00 p.m. until the mall is closed to the public.

LEGAL WORK HOURS FOR MINORS

14- and 15-Year-Olds.

Work hours:

During the school year:

Only between 7:00 a.m. and 7:00 p.m.

Not during school hours

During the summer (July 1 to Labor Day):

Only between 7:00 a.m. and 9:00 p.m.

Maximum hours:

When school IS in session:

18 hours per week

3 hours per day on school days

8 hours per day on weekends and holidays

6 days per week

When school IS NOT in session:

40 hours per week

8 hours per day

6 days per week

16- and 17-Year-Olds.

Work hours, year-round:

Between 6:00 a.m. and 10:00 p.m. on nights preceding a regularly scheduled school day. (If the establishment stops serving customers at 10:00 p.m., the minor may be employed until 10:15 p.m.)

Between 6:00 a.m. and 11:30 p.m. on nights not preceding a regularly scheduled school day.

(Except in restaurants and race tracks until midnight.)

Maximum hours, year-round:

48 hours per week

9 hours per day

6 days per week

For more information, visit...

www.Laborlowdown.com

www.mass.gov/ago/youthemployment