

WORK PERMIT FOR MINORS



DIVISION OF LABOR AND INDUSTRY
Employment Standards Service
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A minor under the age of 14 may not be employed or permitted to work.

Minors **14 through 17** years of age may only work with a work permit.

- The work permit must be in the employer's possession before the minor is permitted to work.
- Employers must keep the work permit on file for three years.

APPLYING FOR A WORK PERMIT

Applications for work permits are accepted online at:

<https://www.dllr.state.md.us/childworkpermit>

Steps:

- Minor completes required information online
- Minor prints work permit
- **TO BE VALID:** The Minor, the Minor's Parent (Guardian), and the Employer must sign the permit

PERMISSIBLE HOURS OF EMPLOYMENT FOR ALL MINORS

May not be employed or permitted to work more than 5 hours continuously without a non-working period of at least ½ hour.

MINORS 14 – 15

4 hours on any day when school is in session.
8 hours on any day when school is not in session.
23 hours in any week when school is in session for 5 days.
40 hours in any week when school is not in session.
May only work between the hours of 7:00 am and 8:00 pm
May work until 9:00 pm from Memorial Day until Labor Day
The hours worked by a minor enrolled in a bona fide work-study or student-learner program when school is normally in session may not be counted towards the permissible hours of work prescribed above.

MINORS 16- 17

May spend no more than 12 hours in a combination of school hours and work hours each day.
Must be allowed at least 8 consecutive hours of non-work, non-school time in each 24-hour period

EXEMPTIONS

Exceptions to hours and occupations may be granted by the Commissioner of Labor and Industry.
Applications for exceptions should be addressed to the Commissioner giving explicit details.

NON-EMPLOYMENT ACTIVITIES

Activities not considered employment if performed outside of the prescribed school day and the activity does not involve mining, manufacturing or hazardous occupations. The activities include:

- Farm work performed on a farm.
- Domestic work performed in or about a home.
- Work performed in a business owned or operated by a parent or one standing in the place of a parent.
- Work performed by non-paid volunteers, in a charitable or non-profit organization, employed with the written consent of a parent or one standing in the place of a parent.
- Caddying on a golf course.
- Employment as an instructor on an instructional sailboat.
- Manufacturing of evergreen wreaths in or about a home.
- Delivery of newspapers to the consumer.
- Work performed as a counselor, assistant counselor, or instructor in a youth camp certified under the Maryland Youth Camp Act.
- Hazardous work performed by non-paid volunteers of a volunteer fire department or company or volunteer rescue squad who have completed or are taking a course of study relating to firefighting or rescue and who are 16 years of age or older.

SPECIAL PERMITS

Special permits may be issued to minors of any age to be employed as a model, performer, or entertainer. The applications and permits are available only from the Baltimore office of the Division of Labor and Industry.

FEDERAL RESTRICTIONS

Restrictions under the child labor provisions of the Federal Fair Labor Standards Act may be greater than State Standards. In all cases, the higher or more restrictive standard prevails. Information on Federal Standards is available from the Baltimore office (410) 962-6211 and the Hyattsville office (301) 436-6767 of the U.S. Department of Labor, Wage and Hour Division.