



Federal Child Labor Law Under the FLSA

HOURS OF WORK PERMITTED FOR MINORS 14 TO 18 YEARS OF AGE

AGE	MAY NOT WORK BEFORE	MAY NOT WORK AFTER	MAXIMUM HOURS WHEN SCHOOL IS IN SESSION	MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION
14 & 15 YEARS	7:00 A.M	7:00 P.M. (9:00 P.M. June 1 through Labor Day)	Three (3) hours per day on school day including Fridays (must be outside school hours) Eight (8) hours per day on non-school day Eighteen (18) hours per week	Eight (8) hours per day Forty (40) hours per week
16 & 17 YEARS	NO RESTRICTIONS (check state and local laws)	NO RESTRICTIONS (check state and local laws)	NO RESTRICTIONS (check state and local laws)	NO RESTRICTIONS (check state and local laws)

Please note: A local ordinance will be preempted by state law when it is in express conflict with state or federal law. Please check your state and local laws to ensure compliance is met.



Courtney Leyes

Partner | Memphis/Nashville/Gulfport

Courtney Leyes is a partner in the firm's Memphis, Nashville, and Gulfport offices. She represents employers nationwide, with a particular focus on employers of all sizes in North Mississippi and throughout Tennessee. Contact Courtney with any questions or legal concerns at [901.322.1656](tel:901.322.1656)/[615.488.2902](tel:615.488.2902) or cleyes@fisherphillips.com.



Ted Boehm

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Ted Boehm is a partner in the firm's Atlanta office. He represents management in all areas of labor and employment law in state and federal courts as well as before state and federal agencies, including the Equal Employment Opportunity Commission and the United States Department of Labor. He is a member of the Firm's Wage Hour Core Group. Contact Ted with any questions or legal concerns at [404.240.4286](tel:404.240.4286) or tboehm@fisherphillips.com.



Emily N. Litzinger

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Emily Litzinger is a partner with the Louisville office of Fisher Phillips, a leading labor and employment law firm. Emily has been providing labor and employment legal counsel to restaurant and service industry clients for more than a decade. Contact Emily with any questions or legal concerns at [502.561.3978](tel:502.561.3978) or elitzinger@fisherphillips.com.



Lunch Breaks

No federal requirement. Check state and local laws.



Limitations on Job Duties in Restaurants

14 & 15 YEAR OLD MINORS

MAY: perform cashiering, bussing, cleanup work, food and beverage preparation, including operation of devices such as a dishwasher, toaster, milk shake blender, warming lamps, and coffee grinders; perform limited cooking duties that do not entail cooking over an open flame; cook with deep fat fryers that are equipped with and utilize devices that automatically raise and lower "baskets" into and out of hot grease or oil; clean kitchen surfaces.

MAY NOT: perform any hazardous job duties including, but not limited to, perform any part of the baking process, placing or assembling products in pans or on trays; operating ovens, broilers, pressure cookers, rapid toaster, or fryolators; work in freezers or meat coolers, but may occasionally enter a freezer momentarily to retrieve items; use any power-driven meat processing machines (meat slicers, etc.); load or operate compactors; or load or unload goods; or drive on the job or serve as an outside helper on a motor vehicle for delivery purposes.

16 & 17 YEAR OLD MINORS

MAY NOT: perform any hazardous job duties including, but not limited to, use power-driven meat processing machines (meat slicers, etc.); use any power-driven bakery machines (mixers, dough rollers, etc.); use any balers or compactors; load or unload goods; or drive on the job or serve as an outside helper on a motor vehicle for delivery purposes.