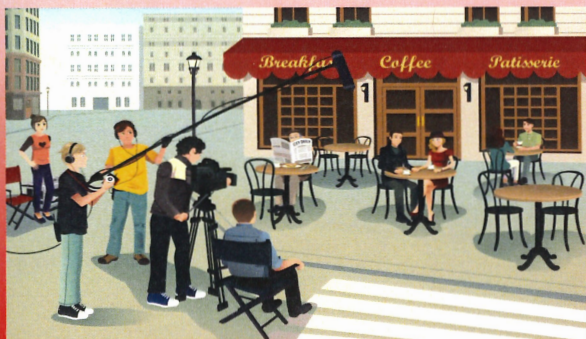


## ARE THERE ANY EXCEPTIONS TO THESE LAWS?



Yes, if you are:

- ◆ Employed by a parent or other specified relative and if they own at least 10% of the company and are actively engaged in its daily operations.
- ◆ Employed as a star or performer in a motion picture, theatrical, radio or television production (as long as our Department is notified in advance).
- ◆ Involved in a recognized career educational program, vocational or technical training school program.
- ◆ Employed as apprentices and registered by the Bureau of Apprenticeship and Training of the U.S. Department of Labor.
- ◆ Trained under the 4-H Federal Extension Service of the U.S. Office of Education Vocational Agriculture Training Programs.
- ◆ Have completed vocational or career education programs approved by the Department of Education.
- ◆ Legally married.
- ◆ Have a high school diploma or its equivalent.
- ◆ Operating power-driven equipment used in lawn and shrubbery care and maintenance, not connected to retail, food and gasoline service establishments.



The Department of Labor, a division of the Industrial Commission of Arizona, is charged with the enforcement and administration of the youth employment laws.

This brochure is intended to answer some of the questions asked most often about youth employment. Information in this brochure should not be construed as a substitute for Arizona statutes and rules. To review all youth employment laws (A.R.S. § 23-230 et seq.) visit [www.azica.gov/Labor](http://www.azica.gov/Labor).

If you have questions, please contact the Department of Labor at the Industrial Commission of Arizona:

800 W. Washington  
P.O. Box 19070  
Phoenix, AZ 85007  
(602) 542-4515  
[www.azica.gov](http://www.azica.gov)

# ARIZONA

THE INDUSTRIAL COMMISSION COMPLIES WITH THE AMERICAN WITH DISABILITIES ACT. IF YOU NEED THIS DOCUMENT IN ALTERNATE FORMAT, CONTACT THE STATE LABOR DEPARTMENT AT (602) 542-4515. TO CALL US THROUGH THE ARIZONA RELAY SERVICE, CALL 7-1-1.

## State of Arizona YOUTH EMPLOYMENT LAWS

### The Industrial Commission of Arizona

### Department of Labor



PUBLISHED FOR YOUTH AND THE GENERAL PUBLIC

# FREQUENTLY ASKED QUESTIONS AND ANSWERS:

## HOW OLD DO I HAVE TO BE BEFORE I CAN WORK?



Arizona law does not have a minimum age for working. However, federal law has restrictions under the age of 14. Refer to [www.youthrules.dol.gov](http://www.youthrules.dol.gov).

## DO I HAVE TO GET A WORK PERMIT BEFORE I CAN WORK?

**NO**, Arizona does NOT issue youth employment work permits.

## CAN AN EMPLOYER ASK ME MY AGE?

**YES**, to comply with Arizona State age laws.

## IS THERE A LIMITED NUMBER OF HOURS I CAN WORK?



**YES**, if you are under the age of 16.

*Pursuant to Federal Youth Labor Laws:*

### When school is in session:

- ◆ Not more than **3 hours** a day.
- ◆ Not more than **18 hours** a week.
- ◆ Not before 7:00 AM.
- ◆ Not after 7:00 PM.

### When school is not in session:

- ◆ Not more than **8 hours** a day.
- ◆ Not more than **40 hours** a week.
- ◆ Not before 7:00 AM.
- ◆ Not after 7:00 PM.

*Extended to 9:00 PM from June 1st—Labor Day.*

## ARE THERE JOBS I CANNOT PERFORM?



**YES**, there are two groups:

### 1. If you are under the age of 18:

- ◆ Manufacturing or storing of explosives.
- ◆ Motor vehicle driver or an outside helper on a motor vehicle.
- ◆ Mine or quarry occupations.
- ◆ Logging occupations including in connection with mills.
- ◆ Power-driven woodworking machines.
- ◆ Exposure to radioactive substances and to ionizing radiation.
- ◆ Power-driven hoist or an elevator, including forklifts, cranes or derricks.
- ◆ Power-driven metal working, forming, punching or shearing machines.
- ◆ Slaughtering, meat packing, processing or rendering of meat or the operations involving power-driven meat processing machines.
- ◆ Power-driven bakery machinery.
- ◆ Power-driven paper products machines.
- ◆ Manufacture of clay construction products or silica refractory products.
- ◆ Power-driven saws.
- ◆ Wrecking, demolition and shipbreaking operations.
- ◆ Roofing operations or equipment attached to or placed on roofs.
- ◆ Excavation or tunnel operations.



### 2. In addition to those listed in #1, if you are under the age of 16:

- ◆ Manufacturing.
- ◆ Processing.
- ◆ Laundering or dry cleaning in a commercial laundry.
- ◆ Warehousing.
- ◆ Construction.
- ◆ Boiler, furnace or engine rooms.
- ◆ Work from a ladder, scaffold and window sill, including window washing.
- ◆ Any of the following activities in retail food or gasoline service establishments:
  - Maintenance or repair of machines or equipment.
  - Cooking and baking.
  - Power-driven food slicers, grinders, choppers and cutters.
  - All work in preparation of meats for sale.
- ◆ Activities involved with agriculture.



**Remember: The Federal Government has youth labor laws which can be located at [www.youthrules.dol.gov](http://www.youthrules.dol.gov).**

***If both federal and state laws are applicable, then the stricter law governs.***

