

Standard Practice Guide Policies

Employment of Minors

201.20

Applies to: All employees

I. POLICY

Every individual under the age of 18, employed or permitted to work, with or without pay, or in a volunteer status, who has not graduated from high school is considered a minor and must have a work permit on or before the first day in order to perform work or volunteer at the University. Fourteen years of age is the minimum age for legal employment.

II. REGULATIONS

A. Age standards

1. Work permits are divided into two categories:
 - a. 14-15 age group
 - b. 16-17 age group
2. High school graduates are not required to secure a work permit. (Graduation requirement must be verified by a school certification if the individual is under 18 years of age.)
3. Minors may work the following:
 - a. not more than a weekly average of 8 hours a day, 6 days a week
 - b. not more than 10 hours in a day
 - c. school and work combined cannot exceed 48 hours in one week
 - d. minors cannot be employed for more than 5 hours continuously without an interval of at least 30 minutes for a rest period
4. Minors must work within the following hours:
 - a. 14-15 year olds may work between 7:00 a.m. and 9:00 p.m.
 - b. 16-17 year olds may work between 6:00 a.m. and 10:30 p.m.
 - c. 16-17 year olds may work until 11:30 p.m. when not regularly enrolled in school and during school vacation period
5. Lifting restrictions
 - a. 14-15 age group not over 35 pounds

b. 16-17 age group no restrictions

- B. Minors may only be employed in those jobs for which approval has been received from the State Department of Labor. Permitted and prohibited jobs are described in the related links below.
- C. Employing department and minor must complete the applicable sections of the Work Permit form, which can be obtained from the student's high school.
- D. The minor will deliver the Work Permit form to the attending high school with acceptable evidence to confirm the age of the minor.
- E. Work permit will then be issued, and must be returned to the employing department.
- F. The employing department must provide any employed minor with a 30 (thirty) minute break for a meal and rest following not more than 5 (five) continuous hours of work. A break of less than 30 (thirty) minutes must be documented in writing by the department. In addition, timekeeping records must include the starting and ending time of each workday.
- G. Immediately after termination of the minor's employment, the employing department must return the Work Permit to the issuing Officer.
- H. Michigan Department of Labor posters on this subject must be posted in areas where minors work.

Notes

December 2022: updated to reflect Michigan Youth Employment Standards Act requirement to obtain a work permit for volunteers who are less than 18 years of age. Updated links to prohibited and permitted work activities and required posting.

July 2018: Reviewed with no changes

File Attachments

SPG 201.20 Attachment 1 -- Jobs and Titles for 14-17 Year Old Males and Females at the University of Michigan (/sites/default/files/policies/201x20%20Attachment%20A.pdf)

Printable PDF of SPG 201.20, Employment of Minors

(/sites/default/files/policies/Employment%20of%20Minors%20_%20Standard%20Practice%20Guides%20-%20University%20of%20Michigan.pdf)

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Related Policies:

Children on Campus (/policy/601.34)

Employment of Students (/policy/201.24)

Related Links:

U-M EHS Minors in Research (<https://ehs.umich.edu/research-clinical/planning-safe-research/minors-in-research/>)

State of Michigan Youth Employment Restricted Occupation Information

(https://www.michigan.gov/leo/-/media/Project/Websites/leo/Folder23/whd_9934_Youth_Employment_Hazardous_Table.pdf?rev=4a03c2e42cb1420082df1f738b50129b&hash=3EB19CA5DD2240849A407FA0D68D52EA)

U.S Wage and Hour Division: Child Labor Provisions for Nonagricultural Occupat... (<https://www.dol.gov/agencies/whd/child-labor/nonagriculture>)

State of Michigan Youth Employment Poster

(https://www.michigan.gov/leo/-/media/Project/Websites/leo/Documents/WAGE-HOUR/WHD-99xx-Information-Sheets/WHD-9919-YESA-posting/whd_9919_yesa_Posting_Requirements.pdf?rev=b3839e54d09642afa30161243120c6d5&hash=E13A6319D90133633087A2469A00D341)

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