

Child Labor Violation Prevention

Color-Coded Schedules and Badges

In New York State, employers are required to post schedules that show the hours minors start work, end work, and have allotted for meals. The New York State Department of Labor encourages developing a process that color-codes schedules and employee IDs or badges based on the type of working permit (working papers) each minor employee holds.

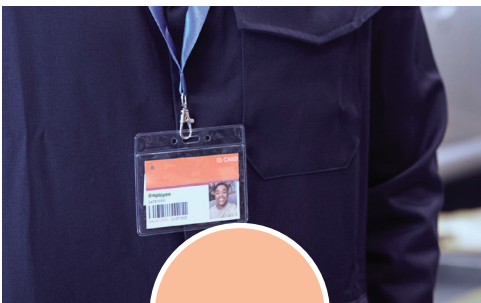
This will help ensure that employers and management are aware of the age of workers and reminded of the tasks they can and cannot perform under state and federal child labor law, thus ensuring the workers and business are protected from violations.



14-15-YEAR-OLDS



16-17-YEAR-OLDS



16-17-YEAR-OLDS
(out of school)

WORK SCHEDULE | FOR MINORS



SCHEDULE FOR 14- AND 15- YEAR OLDS

During the School Year (Labor Day - June 15)

NAME OF MINOR	SUN	MON	TUE	WED	THUR	FRI	SAT	TOTAL HOURS
Jill Jones	4P-7P		4P-7P				9A-12P	
SHIFT HOURS	3hr		3hr				3hr	9
Amara Lee		12P-3P		4P-7P	4P-7P		9A-4P*	
SHIFT HOURS		3hr		3hr	3hr		7hr	16
Anwar Reza	9A-4P*					4P-7P		
SHIFT HOURS	7hr					3hr		10

State and Federal Guidelines:

- 3 hours on a school day (not during school hours, or past 7 pm)
- 8 hours in a school week (a school week is any week that no class is held in any amount)
- 8 hours on a non-school day (Saturday or Sunday or non-school days, but not after 7 pm)
- Not employed or performing hazardous duties as defined by USDOL and NYSDDL

* Meal Break: 12-12:30

During the Summer (June 16 - Labor Day)

NAME OF MINOR	SUN	MON	TUE	WED	THUR	FRI	SAT	TOTAL HOURS
Jill Jones		4P-9P	9A-4P*			4P-9P	9A-4P*	
SHIFT HOURS		5hr	7hr			5hr	7hr	24
Amara Lee	9A-4P*	9A-4P*		9A-4P*	9A-4P*			
SHIFT HOURS	7hr	7hr		7hr	7hr			28
Anwar Reza	9A-4P*				4P-9P	9A-4P*	4P-9P	
SHIFT HOURS	7hr				5hr	7hr	5hr	24
Miles Phillips	4P-9P		4P-9P	4P-9P	4P-9P	4P-9P		
SHIFT HOURS	5hr		5hr	5hr	5hr	5hr		25

State and Federal Guidelines:

- 8 hours on a non-school day (not after 9 pm)
- 40 hours in a non-school week
- Not employed or performing hazardous duties as defined by USDOL and NYSDDL

* Meal Break: 12-12:30

SCHEDULE FOR 16- AND 17- YEAR OLDS

During the School Year (Labor Day - June 15)

NAME OF MINOR	SUN	MON	TUE	WED	THUR	FRI	SAT	TOTAL HOURS
Mike Woods		9A-1P	9A-1P	9A-1P	9A-1P	9A-4P*		
SHIFT HOURS		4hr	4hr	4hr	4hr	7hr		23
Amber Fallon	4P-12A ^o					4P-12A ^o	4P-12A ^o	
SHIFT HOURS	8hr					8hr	8hr	24
Aaron Liu	4P-10P ^o			4P-10P ^o	4P-10P ^o	4P-12A ^o	4P-12A ^o	
SHIFT HOURS	6hr			6hr	6hr	8hr	8hr	34

State and Federal Guidelines:

- Up to 4 hours Monday through Thursday
- Up to 8 hours Friday through Sunday and Holidays
- Work hours can be between 6 AM and 10 PM on school night; 6 AM and 12 AM on non-school days
- Not employed or performing hazardous duties as defined by USDOL and NYSDDL

* Meal Break: 12-12:30

^o Meal Break: 7-7:30

During the Summer (June 16 - Labor Day)

NAME OF MINOR	SUN	MON	TUE	WED	THUR	FRI	SAT	TOTAL HOURS
Mike Woods		9A-4P*	9A-4P*	9A-4P*	9A-4P*			
SHIFT HOURS		7hr	7hr	7hr	7hr			28
Amber Fallon	4P-12A ^o				4P-12A ^o	4P-12A ^o	4P-12A ^o	
SHIFT HOURS	8hr				8hr	8hr	8hr	32
Aaron Liu	9A-4P*						9A-4P*	
SHIFT HOURS	7hr						7hr	14
Sid Kumar	4P-12A ^o	4P-12A ^o	4P-12A ^o	4P-12A ^o				
SHIFT HOURS	8hr	8hr	8hr	8hr				32

State and Federal Guidelines:

- Up to 8 hours per day
- No more than 48 hours or 6 days per week
- Work hours can be between 6 AM and 12 AM
- Not employed or performing hazardous duties as defined by USDOL and NYSDDL

* Meal Break: 12-12:30

^o Meal Break: 7-7:30

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