

WE ARE YOUR DOL



Department
of Labor

NEW YORK STATE CHILD LABOR LAWS

All workers in New York State are protected under the state's labor law regardless of their age, immigration status, or work authorization. Youth workers have additional rights to protect their safety while at work and their time to rest and learn outside of the workplace.

The New York State Department of Labor (NYSDOL) is committed to protecting minors in the workforce by conducting thorough investigations to ensure businesses are in compliance with labor laws.

NYSDOL investigations are designed to identify and address any violations, ensuring that young workers are working in safe, lawful conditions and are not subjected to exploitation or hazardous work environments. By enforcing these regulations, NYSDOL aims to safeguard the well-being and rights of all youth workers.

To learn more, please visit the Child Labor Hub on NYSDOL's website. Businesses, parents and minors can access important guidance to ensure youth worker safety and compliance with labor laws.



dol.ny.gov/child-labor-law-hub

FREQUENTLY ASKED QUESTIONS

Why was my minor interviewed by NYSDOL investigators?

NYSDOL regularly interviews workers, including minors, as part of a NYSDOL investigation to ensure that their rights are not being violated. Minor workers are entitled to the same rights and protections as all other workers across the state.

Can my minor refuse to be interviewed?

There is no legal obligation to help in any NYSDOL investigation, but assistance is encouraged in order to ensure compliance with all state labor laws.

Does the NYSDOL need to obtain permission from a parent or guardian before interviewing the minor worker?

No. Since the minor worker is a witness, the NYSDOL may conduct the interview without parental or guardian consent.

Will my minor get in trouble if the employer is found to have violated child labor laws?

No. Minor workers cannot be found to have violated the child labor laws.

If a minor worker believes they have been retaliated against by their employer because of their participation in any NYSDOL investigation, they should contact NYSDOL. If the minor worker believes they have been negatively affected at work, such as being fired or experienced a reduction in hours, they should contact the Division of Labor Standards at **1-888-469-7365**.

Can a parent or guardian obtain the status on the child labor investigation?

Yes. A minor worker's parent or guardian may obtain the status of a child labor investigation.

How can I learn if an employer has taken the Protect Youth Workers Pledge?

If an employer has taken the Protect Youth Workers Pledge, you will see a "We Protect Our Youth Workers" sticker in their business, most likely on their front door.

Where can I get more information on child labor laws?

You can find more information on the child labor law by visiting our Child Labor Law Hub at dol.ny.gov/child-labor-law-hub.