

# VIRGINIA'S CHILD LABOR LAWS

## *Laws ~ Hours ~ Job Types*

From the [Virginia Department of Labor and Industry](#)

Do you plan to work part-time, after school, or during the summer? Then you need to be aware of the following guidelines regarding employment of minors, that is, anyone under the age of 18.

### **Minimum age for a work permit:**

Generally, 14 years of age.

### **The primary requirements for working minors:**

- Must be 14 to work in most jobs
- Minors who are 14 and 15
  - Must have a work permit
  - Have limited hours they can work, and
  - Cannot work in certain jobs
- Minors who are 16 and 17 **do not** have to obtain a work permit and do not have limited hours, but are barred from working in certain particularly hazardous jobs.

### **Work permits are required before beginning work:**

For minors under age 16.

### **Obtaining a work permit:**

See your school guidance counselor

There are two forms –

1. **Intention to Employ**, which is completed by your employer and must clearly state the work you will be doing.
2. **Permission for Employment**, which is completed by your parent. It is a good idea for the parent and child to complete and sign the form in the school guidance office. *You may be asked to provide proof of age. Acceptable proof includes a birth certificate, **or** a Bible or baptismal record, **or** an insurance policy at least 12 months old, **or** a school record.*

### **The work permit has three copies:**

- Take the first part to your employer, who will keep it at your work location.
- The second copy is kept at the school.
- The third copy is sent to the Department of Labor and Industry, along with the Intention to Employ and the Parent's Permission Form.

**Note:** If you change jobs, you will need a new work permit.

### **Permits can be revoked or refused:**

If you received it by mistake or by misrepresenting any facts or evidence.

## **HOURS TEENS MAY WORK IN VIRGINIA**

### **Twelve and thirteen years of age**

- Newspaper carriers may not work during school hours, before 4:00 a.m., or after 7:00p.m.
- Work on a farm, garden or orchard is allowed outside of school hours with a parent's express written permission.

### **Fourteen and fifteen years of age**

- Are limited to three (3) hours of work on a school day.
- Are limited to eighteen (18) hours of work in a school week.
- Are limited to eight (8) hours of work on non-school days.
- Are not allowed to work before 7:00 a.m. or after 7:00 p.m. **except** between June 1<sup>st</sup> and Labor Day, when you may work until 9:00 p.m.
- Are not allowed to work during school hours **unless** you are participating in a work-training program offered by the school.
- Are required to take a half-hour rest break or meal break after working five consecutive hours.

**Note:** The above restrictions do not apply to teens working on farms, in gardens or orchards, **but** you are not allowed to work during school hours, and you must be allowed the meal break.

### **Sixteen and seventeen years of age**

- No restrictions on work hours.

All teenagers, regardless of age, may work unrestricted hours in the following:

- A parent-owned non-agricultural job.
- Clerk or page in either the Virginia House of Delegates or the Virginia Senate.
- House and /or yard work for your parent.
- A parent-owned/operated orchard, farm or garden
- Acting jobs, with a valid theatrical permit obtained by the theatrical production management from the Department of Labor and Industry.
- Work done for the state or local government.
- Work done for a volunteer rescue squad.

**Note:** Work permits are not required for these activities, or for volunteer work.

## **JOBS THAT CAN BE HELD BY TEENAGERS IN THE STATE OF VIRGINIA**

### **Age 12 and older**

- Newspaper delivery
- Farm, garden or orchard work

### **Age 14 and older**

- Restaurants
- Office work
- Gasoline service establishments
- Skating rinks
- Concessions and gatekeepers at swimming pools
- Veterinary establishments
- Helper on commercial vehicles or trucks with no more than two axles

- Grass cutting
- Kitchen work, tray service, and hall cleaning in hospitals and nursing homes
- Advertising agencies
- Retail stores
- Radio and TV stations
- Bowling alleys equipped with automatic pin setters
- Hotel and motel food service departments
- Branch stores or laundries and dry cleaning establishments where no processing is performed on the premises.
- Kennels
- Greenhouses and real estate
- Caddies

#### **Age 16 and older**

- Manufacturing
- Laundries and dry cleaners
- Printing and publishing firms
- School bus drivers
- Scaffolding work
- Canneries
- Hotels and motels
- Feed mills
- Theaters
- Ice plants
- Warehouses
- Garages and auto repair shops
- Radio and TV repair
- Wholesale houses
- Undertaking establishments and funeral homes
- Construction trades
- Hospitals and nursing homes
- Processing
- Fire fighting except entering "burning structures"
- Fairs and carnivals
- Service of veterinarian when treating farm animals or horses

**Note: In many of these occupations you may not operate machinery which has been declared hazardous in regulations of the Department of Labor and Industry. Contact the Department for additional information.**

*For more information call the central Department of Labor and Industry office in Richmond, Virginia at 804-786-2386.*