

For More Information on Rhode Island's Child Labor Laws

Visit Labor Standards Child Labor Laws web site at:

www.dlt.ri.gov/ls/childlabor.htm

You will find links to the actual state laws, along with brochures, posters, and great resources for both Individuals and Employers.

Visit the US Department of Labor (DOL) YouthRules! web site at:

www.youthrules.dol.gov/

YouthRules! was launched by the U.S. DOL to increase public awareness of Federal and State rules concerning young workers.

For Job Opportunities, visit the following RI Department of Labor and Training web sites:

www.dlt.ri.gov/jobsri

www.employri.org

www.networkri.org

www.dlt.ri.gov/esu/esuevents.htm

www.dlt.ri.gov/DLTjoblinks.htm

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Rhode Island Child Labor Laws

What You Should Know



Rhode Island State and Federal laws regulate the employment of minors.

These laws were written to protect younger workers from long hours and hazardous jobs.

By following the laws, younger workers can
EARN SAFELY and **GAIN EXPERIENCE**



Rhode Island Department of Labor and Training
Labor Standards (Wage and Hour) Unit

Did You Know....

You must be 14 years old to work legally in Rhode Island.

The Labor Standards (Wage and Hour) Unit is charged with administering and enforcing the Child Labor Laws that effect the workforce in Rhode Island. This pamphlet will answer questions about the hours and types of occupations that youth may work, as well as point you toward sources of more information on Child Labor Laws.

Following the rules and restrictions will ensure that youth are able to work and earn in a safe environment while furthering their education and preparing for future careers.

For 14-15 Year Old Workers

If you're 14 or 15, you may work in retail and in food service businesses, provided that your job fits into one or more of the permitted occupations.

Examples of Permitted Occupations for 14 or 15 year olds include:

You **MUST** have a **Special Limited Permit to Work** form to be employed if you're 14-15

- ✓ Office and Clerical Work
- ✓ Cashiering, Selling, Modeling Art Work, Work in Advertising Departments, Window Trimming and Comparative Shopping
- ✓ Bagging and Carrying Out Customers' Orders
- ✓ Errand and Delivery Work
- ✓ Some Kitchen Work and Wait Staff
- ✓ Some Clean-up Work
- ✓ Ground Maintenance

If you're 14 or 15 years old, you may NOT be employed:

- ✗ During school hours.
- ✗ Before 6:00 a.m. or after 7:00 p.m., except during school vacations when work is permitted until 9:00 p.m.
- ✗ More than eight (8) hours per day; more than 40 hours per week.

Visit the Child Labor web site for exceptions - www.dlt.ri.gov/ls/childlabor.htm

For 16-17 Year Old Workers

If you're 16 or 17 years old, you CAN be employed:

- ✓ Up to but not exceeding 48 hours per week / 9 hours per day
- ✓ Not before 6:00 AM or after 11:30 PM on School Days, or after 1:30 AM the night before a school day for 16-17 year olds. There is no curfew for non-students.
- ✓ Must have an 8-hour respite between the end of a shift on one day and the start of work the next day

You **MAY** need a **Certificate of Age** form to be employed if you're 16-17

Visit the Child Labor web site for exceptions - www.dlt.ri.gov/ls/childlabor.htm

Examples of Prohibited Hazardous Occupations for ALL Minors:

- ✗ Manufacturing and storing explosives
- ✗ Motor vehicle driving and outside helper
- ✗ Power-driven woodworking machines
- ✗ Exposure to radioactive substances
- ✗ Power-driven paper-product machines
- ✗ Roofing operations
- ✗ Manufacturing brick, tile, and kindred products
- ✗ Slaughtering, or meat packing, processing, or rendering. This includes the operation of a power-driven meat slicer
- ✗ Power-driven metal-forming, punching, and shearing machines
- ✗ Power-driven circular saws, band saws, and guillotine shears
- ✗ Wrecking demolition, and shipbreaking operations
- ✗ Logging and sawmilling
- ✗ Coal mining
- ✗ Power-driven hoisting apparatus
- ✗ Apprenticiable Occupations
- ✗ Power-driven bakery machines
- ✗ Excavation operations

To Get Working Papers:

Minors under 18 should take a copy of their birth or baptismal certificate, driver's license, passport or school reports to their local school department. They will issue a **Certificate of Age** for those 16-17 or a **Special Limited Permit to Work** for those 14-15.

