



# POLK SCHOOL DISTRICT

## Child Labor Work Hour Restrictions

Minors 16 and 17 years of age have no state or federal law work hour restrictions.

### Georgia Work Hour Restrictions

Minors under the age of 16 may work no more than

- 4 hours on a school day
- 8 hours on a non-school day
- 40 hours during a non-school week

Minors under the age of 16 may

- Not work before 6 a.m.
- Not work after 9 p.m.

No minor under 16 years of age shall be permitted to work during the hours when public or private schools are in session unless said minor has completed senior high school or has been excused from attendance in school by a county or independent school system board of education in accordance with the general policies and regulations promulgated by the State Board of Education.

### Federal Work Hour Restrictions

Minors 14 and 15 years of age can work:

- 3 hours on a school day
- 8 hours on a non-school day
- 18 hours in a school week
- 40 hours in a non-school week

Minors 14 and 15 years of age may:

- Not work before 7:00 a.m.
- Not work after 7:00 p.m. (extended to 9:00 p.m. June 1 through Labor Day)
- Not work during normal school hours

Minors 14 or 15 years of age who do not attend school (home schooled, married, excused from school, etc.) are subject to the above restrictions. They MAY NOT WORK DURING THE HOURS THE LOCAL SCHOOL SYSTEM IS IN SESSION.

Employers subject to the Fair Labor Standards Act (FLSA) must adhere to the federal restrictions.

Employers may call one of these offices of the U.S. Department of Labor (USDOL) Wage and Hour Division for information on federal laws and to find out if they are subject to the FLSA.

- 678-237-0521 in Atlanta
- 912-652-4221 in Savannah

For more information on state laws contact the GDOL Child Labor section at 404-232-3260.