

CHILD LABOR LAWS

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Georgetown, DE 19947
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655 S Bay Road, Ste. 2H
Dover, DE 19901
(302) 422-1134

Delaware Department of Labor Division of Industrial Affairs **CHILD LABOR**

General Provisions:

- The minimum age for employment is 14.
- Work Permits are required for all employed minors under the age of 18.
- Employers are required to keep Work Permits on file for each employed minor.
- A new Work Permit is required when a minor changes employers.

Provisions for Individuals 14 and 15 Years of Age:

MINORS 14 - 15 YEARS OF AGE SHALL NOT WORK:

- Before 7:00 a.m. or after 7:00 p.m.—except from June 1st through Labor Day when the evening hour shall be extended to 9:00 p.m.
- More than four (4) hours per day on school days
- More than eight (8) hours per day on non-school days
- More than eighteen (18) hours in any week when school is in session for five (5) days
- More than six (6) days in any week
- More than forty (40) hours per week; and
- More than five (5) hours continuously without a non-work period of at least thirty (30) consecutive minutes.

Specific Provisions for Individuals 16 and 17 Years of Age:

- Not more than twelve (12) hours in a combination of school and work hours per day;
- Must have at least eight (8) consecutive hours of non-work, non-school time in each twenty-four (24) hour period;
- May not work more than five (5) hours continuously without a non-work period of at least thirty (30) consecutive minutes.

For a list of prohibited occupations contact: **The Delaware Department of Labor, Division of Industrial Affairs, Office of Labor Law Enforcement at any of the above addresses.**

This poster provides only general information regarding the provisions of Delaware's Child Labor Laws. The requirements of state law do not affect an employer's obligation to comply with any provisions of federal law.

It is unlawful to retaliate against an employee because (s)he has made a complaint or given information to the Dept of Labor about possible labor law violations.

EMPLOYERS ARE REQUIRED BY LAW TO DISPLAY THIS OFFICIAL POSTER IN A PLACE ACCESSIBLE TO EMPLOYEES AND WHERE THEY REGULARLY PASS.

Violations of Delaware Labor Laws could result in fines of up to \$10,000 per violation.

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