

## **Frequently Asked Questions about Child Labor Law in Oklahoma**

### **What is Oklahoma's minimum age for employment?**

The minimum age to be employed in Oklahoma is 14 years. Children working either on farms or for parents or any entity in which a parent owns an equity interest are exempt. Children engaged in the sale or delivery of newspapers to consumers are also exempt. See Fair Labor Standards Act (FLSA) for federal exemptions.

### **Who issues the work permit?**

The Employment Certificate of Age and Schooling (work permit) shall be approved by the principal, headmaster, or equivalent administrative officer of the school which the child attends or should be attending. The child's parents shall approve such certificate if the child is being schooled at home. The school's Issuing Officer is required to verify the minor's age and the compulsory school requirements in accordance with Title 70 Section 10 of the Oklahoma Statutes.

### **How many hours can a 14 or 15 year old work while attending school?**

A minor under the age of 16 years may work up to three (3) hours on school days (Monday to Friday), up to eight (8) hours on non-school days (days in which attendance is not compulsory), and up to 18 hours in a school week. A minor under the age of 16 years may work up to 40 hours in a non-school week if school is out for the entire week and attendance is not compulsory.

### **How many hours can a 14 or 15 year old work during summer break?**

A minor under the age of 16 years may work up to eight (8) hours on non-school days (days in which attendance is not compulsory) and up to 40 hours in a non-school week if school is out for the entire week and attendance is not compulsory. A minor under the age of 16 years may not work overtime.

### **What times can a minor 14 or 15 years of age work when school is in session?**

From the Tuesday after Labor Day to May 31 of the following year, a minor under age 16 years may not work before 7:00 a.m. or after 7:00 p.m. If the employer is not subject to the FLSA, a minor may be allowed to work til 9:00 p.m. throughout the year on days followed by a non-school day. Check with the United States Department of Labor to determine whether the employer is subject to the FLSA.

### **What times can a minor 14 or 15 years of age work when school is not in session?**

From June 1 to Labor Day, a minor under age 16 years may not work before 7:00 a.m. or after 9:00 p.m.

*continued on back page*

**Are there any restrictions on the hours or times a 16 or 17 year old may work during school session or summer break?**

There are no longer any restrictions on the hours or times once the minor reaches 16 years.

**Nationwide, what is the average number of minors under 18 years of age injured on the job every year?**

According to the National Institute for Occupational Safety and Health (NIOSH), there are approximately 200,000 on the job injuries each year of which 70 end up in fatalities and 77,000 require hospital treatment in an emergency department.

**How many occupations are considered hazardous for minors under the age of 18?**

According to the FLSA, there are 17 Hazardous Occupations Orders in which the minor must be at least 18 years to be employed. See FLSA for a listing.

Minors under the age of 16 years are prohibited from performing occupations related to: construction; cooking or baking; fryers or grills; hoisting devices; ladders or scaffolds; lawn mowers and weed eaters other than working for self; loading and unloading; manufacturing, mining, or processing; motor vehicles or service as helpers on vehicles; power-driven machines or equipment; public messenger service; public utilities and communications; slicers; transportation of persons or property by rail, highway, air, water, pipeline or other means; warehousing or storage; youth peddling.

**What are the break requirements for 16 or 17 year olds?**

There are break laws for minors under age 16 years. A minor under 16 years must be permitted a one (1) hour cumulative rest period for eight (8) consecutive hours worked or a 30 minute rest period for five (5) consecutive hours worked. Once the minor reaches 16 years, there are no longer any requirements for breaks or lunches.

**More questions?**

For information about the **state child labor laws** as it relates to the Oklahoma Statutes, please contact the Oklahoma Department of Labor at statewide toll-free 1-888-269-5353 or check their website at [www.labor.ok.gov](http://www.labor.ok.gov)

For information about the **federal child labor laws** as it relates to the Fair Labor Standards Act (FLSA), please contact the United States Department of Labor at 1-866-487-9243 or check their website at [www.youthrules.dol.gov](http://www.youthrules.dol.gov)