Michigan Department of Energy, Labor & Economic Growth
Wage & Hour Division
PO Box 30476
Lansing , MI 48909-7976

Telephone
Lansing 517.335.0400
Livonia 313.456.4906
www.michigan.gov/wagehour

INFORMATION SHEET FOR STATE AND FEDERAL REGULATIONS FOR EMPLOYING TEENAGERS

FOR EMPLOYERS SUBJECT TO COVERAGE OF BOTH FAIR LABOR STANDARDS ACT OF 1938 AND YOUTH EMPLOYMENT STANDARDS ACT OF 1978.

THIS INFORMATION SHEET IS INTENDED FOR GENERAL INFORMATION ONLY; IT DOES NOT CARRY THE EFFECT OF THE LAW.

AGE	STATE REQUIREMENTS	FEDERAL REQUIREMENTS	STRICTER STANDARD
14 AND 15 YEARS OLD	May be employed between the hours of 7 a.m. and 9 p.m. Minor shall not be employed during school hours. Minor is limited to working no more than 10 hours in a day, with a weekly average of 8 hours per day.	May work between the hours of 7 a.m. and 7 p.m. between Labor Day and June 1. A minor shall not work more than 3 hours (after school) on school days and not more than 8 hours on non-school days or when school is not in session. During the period of June 1 through Labor Day, a minor may be employed until 9 p.m.	Federal Standards
	Combined hours of school and work cannot exceed 48 hours in a work week.	Employed no more than 18 hours while school is in session.	Federal Standards stricter unless Work Permit shows more than 30 hours in school. Combined school and workweek shall not exceed 48 hours under state standard.
	Not more than 48 work hours when school is not in session.	No more than 40 hours in non-school weeks.	
	Shall not work more than 6 days in any week.	No Federal Standard	State Standard
16 AND 17 YEARS OLD	May be employed between the hours of 6 a.m. and 10:30 p.m. Sunday through Thursday. May be employed between 6 a.m. and 11:30 p.m. Fridays and Saturdays, during school vacation periods, and during periods when a minor is not regularly enrolled in school. Minor is limited to working no more than 10 hours in a day, with a weekly average of 8 hours per day.	No hours restrictions	State Standards
	Combined hours of school and work cannot exceed 48 hours; and a total of 48 hours work when school is not in session. No more than 6 work days in a week.	No workweek restrictions	State Standards

DELEG is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

GENERAL INFORMATION

STANDARD	STATE REQUIREMENTS	FEDERAL REQUIREMENTS	STRICTER STANDARD
MEAL/REST PERIODS	A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 consecutive minutes for a meal/rest period. The meal/rest period must be recorded in the time records.	No meal/rest period requirements.	State Standards
ADULT SUPERVISION	A minor shall not be employed unless the employer or an employee who is 18 years of age or older is present. The same requirement exists for the employment of a minor at a fixed site in an occupation that involves cash transactions after sunset or 8 p.m., whichever is earlier.	No requirements for supervision.	State Standards
WORK PERMITS	A minor shall not be employed until the person proposing to employ the minor procures from the minor, and keeps on file at the place of employment, a copy of: 1) a work permit or written training agreement between the employer and the school the minor attends, OR 2) proof of emancipation, OR 3) proof of completion of graduation for minors 16- and 17-years-old, OR 4) proof of passing the G.E.D for minors 17-years-old, OR 5) approved performing arts authorization	No work permit requirement. Proof of age is required.	State Standards
WAGES	Michigan minimum wage rate does not apply to minors under 16 years of age. Allows a training wage for newly hired employees 16 to 19 years old of $4.25 per hour for the first 90 days of employment. Minors 16 to 17 years of age may be paid 85% of the minimum hourly wage rate, unless the federal minimum rate is greater than the state 85% rate, then the federal rate is required to be paid. Michigan's Minimum Hourly Wage Rate is:	Federal minimum hourly wage rate is $6.55 as of July 24, 2008 and $7.25 as of July 24, 2009. Allows a training wage for employees under 20 years of age of $4.25 per hour for the first 90 consecutive calendar days of employment. Federal Minimum Wage Rate:	Federal Standard Federal Standard *Federal Standard for minors paid less than the state minimum rate. State Standard for minors paid the state minimum rate.

Effective Date	Minimum Hourly Wage Rate	85% of Minimum Hourly Wage Rate
July 1, 2007	$7.15	$6.08
July 1, 2008	$7.40	$6.55*
July 24, 2009	$7.40	$7.25*

Effective Date	Federal Minimum Hourly Wage Rate
July 24, 2008	$6.55
July 24, 2009	$7.25

DELEG is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.