

Child Labor Laws

Both Rhode Island 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.

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

Minimum Age Requirements:

- **Minors aged 14 and 15:** Generally, minors aged 14 and 15 are allowed to work in certain non-hazardous jobs during specific hours.
- **Minors aged 16 and 17:** There are fewer restrictions for minors aged 16 and 17, but they are still prohibited from working in hazardous occupations.

Work Hours:

- **Parental Involvement:**
 - Parental consent is required for minors to work in Rhode Island
- **Minors aged 14 and 15 cannot work:**
 - During school hours.
 - Before 6:00 am or after 7:00 pm, except until 9:00 pm during school vacations. For businesses under federal law, work is allowed from 7:00 am to 9:00 pm from June 1 until Labor Day.
 - More than 8 hours per day. For businesses under federal law, more than 3 hours per school day.
 - More than 40 hours per week. For businesses under federal law, more than 18 hours per week during school weeks, or more than 40 hours per week during non-school weeks.
- **Minors aged 16 and 17 cannot work:**
 - More than 48 hours per week.
 - More than 9 hours per day (or 9 3/5 hours per day for a 5-day work week).
 - Before 6 am or after 11:30 PM (1:30 AM if no school the next day).
 - Without an 8-hour respite between the end of a shift on one day and the start of work the next day.



DLT is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.

Dos and Don'ts

Work Permits:

- Minors aged 14 and 15 must obtain and complete a **Special Limited Permit to Work form** to be employed in Rhode Island.
- To get work permits, visit your local school department with proof of your age (Birth or Baptismal Certificate, Driver's License, Passport, School Records).

Jobs in which youth CAN be employed:

Rhode Island youth have a range of employment opportunities available to them. These include:

- Office and clerical work
- Retail and sales
- Advertising
- Price marketing and tagging
- Bagging and carrying out orders
- Errand and delivery work
- Cleanup work
- Group maintenance
- Kitchen work and wait staff

...and more.

Additionally, there are more opportunities beyond these listed, offering a variety of experiences for young workers.

Jobs in which youth CANNOT be employed:

Minors under 18 are generally prohibited from working in hazardous occupations. These include:

- Manufacturing various products
- Mining
- Logging and sawmilling
- Wrecking demolition and shpbreaking
- Jobs requiring operating power-driven/heavy machinery
- Roofing
- Excavating

...and more.

For a comprehensive list of which jobs youth can and cannot be employed, visit

dlt.ri.gov/regulation-and-safety/labor-standards/child-labor-laws

Frequently Asked Questions

- **Are minors allowed to work overtime?**
 - Minors are typically not allowed to work overtime, as there are restrictions on the number of hours they can work per day and per week.
- **Is an intern or student entitled to receive the minimum wage and overtime pay?**
 - Whether an intern or student is an employee under the Fair Labor Standards Act (FLSA) necessarily depends on the unique circumstances of each case. Find out more at youthrules.gov
- **Do child labor laws apply to volunteer work?**
 - Child labor laws may still apply to volunteer work if it involves certain types of tasks or conditions that are regulated by law. To Learn more, visit webapps.dol.gov/elaws/whd/flsa/docs/volunteers.asp
- **Do child labor laws apply to family businesses?**
 - Yes, child labor laws generally apply to family businesses as well, although there may be some exemptions or special provisions for minors working in family businesses. It's important for employers to familiarize themselves with applicable laws to ensure compliance.
- **What are the consequences for employers who violate child labor laws?**
 - Employers who violate child labor laws may face penalties, including fines and legal action. Additionally, repeated violations may result in the loss of the employer's certificate to employ minors.



Where to Find Employment Opportunities and Resources

- **Want more information about jobs?**
 - Visit EmployRI at: www.employri.org
- **Meet with a Career Coach**
 - To find training opportunities and get job coaching, resume writing assistance, and interview preparation support, visit us at one of our...
- **Become and Apprentice**
 - Registered Apprenticeship is a proven model of job preparation that combines paid on-the-job learning with related instruction to progressively increase workers' skill levels and wages. Learn more at: bit.ly/DLTApprenticeships
- **Internship Opportunities**
 - Find opportunities to gain valuable experience, enhance skills, and kickstart your career journey by visiting: gwb.ri.gov/programs-services

Other Resources



PrepareRI



Career & Technical Education (CTE)



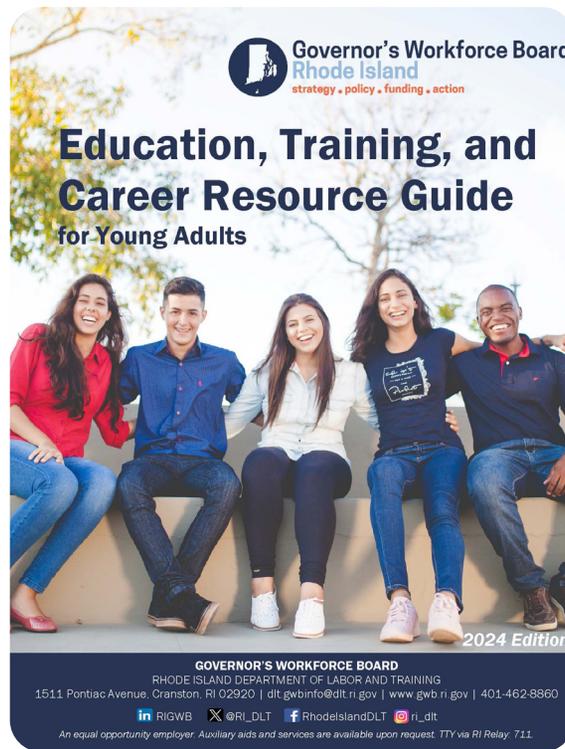
Adult Education in Rhode Island



All Course Network (ACN)



Skills for Rhode Island's Future



Youth Resource Guide

Contact Us

If you have questions relating to youth employment, please feel free to contact us. We are here to help you!

Labor Standards Unit

RI Department of Labor and Training

Phone: (401) 462-8550 | **Fax:** (401) 462-8530

Email: dlt.laborstandards@dlt.ri.gov

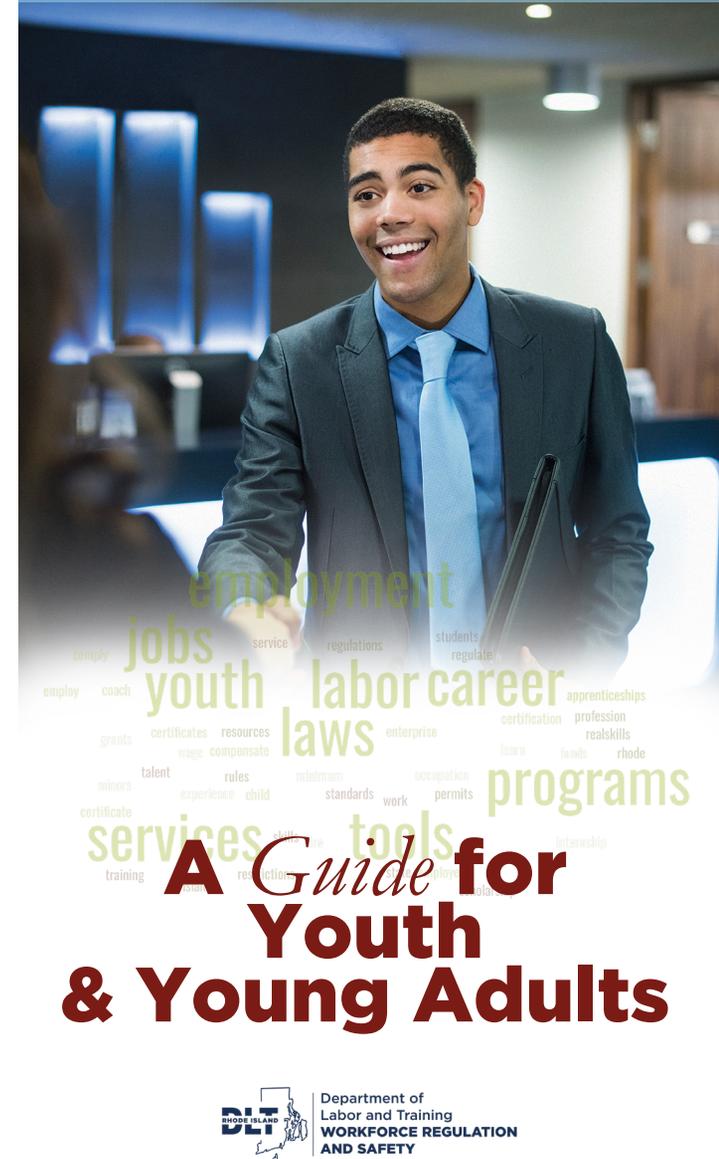
Online: bit.ly/RIChildLaborLaws

US Department of Labor - Wage and Hour Division

Phone: (866) 4US-WAGE | **Online:** www.youthrules.gov

The DLT is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. TTY users, please call the Rhode Island Relay Service at 711.

Rhode Island's Child Labor Laws



This pamphlet is for general information only, and does not have the force and effect of the law, rule or regulation.