



Are there exemptions to youth employment laws?
(A.R.S. § 23-235)

Yes, occupational restrictions are *exempt* under the following conditions:

- ◆ Employed by a parent or other specified relative and that person owns at least 10% of the company and is actively engaged in the daily operation of the organization.
- ◆ Employed as stars or performers in motion pictures, theatrical, radio or television productions, provided the Department is notified in advance.
- ◆ Involved in recognized career education programs, vocational or technical training school programs.
- ◆ Employed as apprentices and registered by the Bureau of Apprenticeship and Training of the U.S. Department of Labor.
- ◆ Trained under the 4-H Federal Extension Service of the U.S. Office of Education Vocational Agriculture Training Programs.
- ◆ Have completed vocational or career education programs approved by the Department of Education.
- ◆ Legally married.
- ◆ Have a high school diploma or its equivalent.
- ◆ Operation of power-driven equipment used in lawn and shrubbery maintenance, not connected to retail, food and gasoline service establishments.



The Department of Labor, a division of the Industrial Commission of Arizona, is charged with the enforcement and administration of the youth employment laws.

This brochure is intended to answer some of the questions asked most often about youth employment. Information in this brochure should not be construed as a substitute for Arizona statutes and rules. To review all youth employment laws (A.R.S. § 23-230 et seq.) visit www.azica.gov/Labor.

If you have questions, please contact the Department of Labor at the Industrial Commission of Arizona:

800 W. Washington
P.O. Box 19070
Phoenix, AZ 85007
(602) 542-4515
www.azica.gov



THE INDUSTRIAL COMMISSION COMPLIES WITH THE AMERICAN WITH DISABILITIES ACT. IF YOU NEED THIS DOCUMENT IN ALTERNATE FORMAT, CONTACT THE STATE LABOR DEPARTMENT AT (602) 542-4515. TO CALL US THROUGH THE ARIZONA RELAY SERVICE, CALL 7-1-1.

State of Arizona YOUTH EMPLOYMENT LAWS

The Industrial Commission of Arizona

Department of Labor



PUBLISHED FOR EMPLOYERS AND THE
GENERAL PUBLIC

Frequently Asked Questions and Answers:

What is the minimum age for employment in Arizona? (A.R.S. § 23-234)



Arizona State law does not prescribe a general minimum age for working. However, newspaper carriers must be at least ten (10) years of age. Some employers will be subject to federal law that prescribes certain minimum age limits. Refer to the U. S. Department of Labor at www.youthrules.dol.gov.

Is a work permit required in Arizona?

Arizona State law does NOT require or issue work permits for employment of youths under the age of eighteen.

Is it discrimination to ask a youth their age and to provide evidence of their age?

No, if it is necessary to comply with minimum age requirements under state and federal law.

What happens if an employer or person is found to be in violation of the State's youth employment laws? (A.R.S. § 23-236—239)



A penalty of up to \$1000 may be assessed and a Cease and Desist may be ordered. Violators may also be found guilty of a Class 2 Misdemeanor.

Does the Federal Government provide information about youth labor laws?

Yes, for information about the federal youth labor laws, contact the Federal Wage and Hour Division at www.youthrules.dol.gov.

If there is a conflict between state and federal laws, which is applicable? (A.R.S. § 23-242)

If both federal and state law are applicable, the stricter law governs.

Is there a limited number of hours a youth can work? (A.R.S. § 23-233)



Yes, for those persons *under the age of sixteen (16)*.

Pursuant to Federal Youth Labor Laws:

When school is in session:

- ◆ Not more than **3 hours** a day.
- ◆ Not more than **18 hours** a week.
- ◆ Not before 7:00 AM.
- ◆ Not after 7:00 PM.

When school is not in session:

- ◆ Not more than **8 hours** a day.
- ◆ Not more than **40 hours** a week.
- ◆ Not before 7:00 AM.
- ◆ Not after 7:00 PM.

Extended to 9:00 PM from June 1st—Labor Day.

Are there work restrictions for those under eighteen (18) years of age? (A.R.S. §§ 23-231 and 232)



Yes, there are two groups of age related restrictions:

1. A person shall not employ or allow a person under the age of eighteen (18) to work in, about or in connection with the following occupations and tasks:

- ◆ Occupations in the manufacturing or storing of explosives.
- ◆ Occupations as a motor vehicle driver or an outside helper on a motor vehicle.
- ◆ Mine or quarry occupations.
- ◆ Logging occupations including in connection with mills.
- ◆ Operations involving power-driven woodworking machines.
- ◆ Occupations with exposure to radioactive substances and to ionizing radiation.
- ◆ Operation, or the assistance in the operation, of a power-driven hoist or an elevator, including forklifts, cranes or derricks.

- ◆ Operations involving power-driven metal working, forming, punching or shearing machines.
- ◆ Occupations involving slaughtering, meat packing, processing or rendering of meat or the operations involving power-driven meat processing machines.
- ◆ Operations involving power-driven bakery machinery.
- ◆ Operations involving power-driven paper products machines.
- ◆ Occupations involving the manufacture of clay construction products or silica refractory products.
- ◆ Operations involving power-driven saws.
- ◆ Wrecking, demolition and shipbreaking operations.
- ◆ Roofing operations or equipment attached to or placed on roofs.
- ◆ Excavation or tunnel operations.

2. A person shall not employ or allow a person under the age of sixteen (16) to work in, about or in connection with the following occupations and tasks:

- ◆ Manufacturing.
- ◆ Processing.
- ◆ Laundering or dry cleaning in a commercial laundry.
- ◆ Warehousing.
- ◆ Construction.
- ◆ Boiler, furnace or engine rooms.
- ◆ Occupations including window washing and work from a ladder, scaffold and window sill.
- ◆ Any of the following activities in retail food or gasoline service establishments:
 - Maintenance or repair of machines or equipment.
 - Occupations involving cooking and baking.
 - Operations involving power-driven food slicers, grinders, choppers and cutters.
 - All work in preparation of meats for sale.
- ◆ Activities involved with agriculture.

