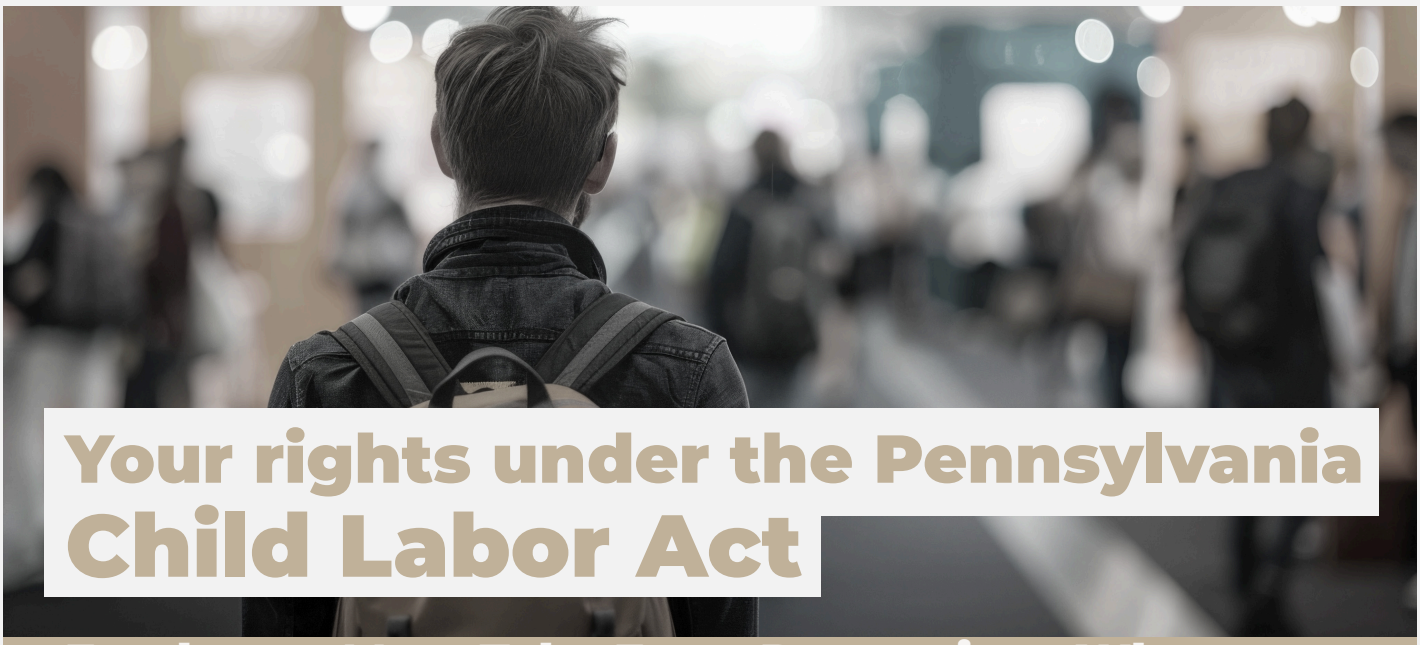
Pennsylvania
Department of Labor & Industry



Your rights under the Pennsylvania Child Labor Act

Employers Must Take Extra Precautions When Employing Minors

Work Permits

Minors under age 18 must typically have a work permit issued by their school district to engage in work. Additionally, minors aged 14 or 15 must have additional parental authorization to work. With very few exceptions, minors under age 14 may not work in Pennsylvania.

Minors in Performance

The Department issues entertainment permits for minors engaged in performance. Even with an entertainment permit, there are still restrictions on work hours that an employer must abide by.

Cooperative Programs

No minor, unless otherwise exempt from the hours provision of the Child Labor Act, may work during the school day unless their work is part of an approved cooperative program.

Penalties

The Department may fine violations of the Child Labor Act at up to $5,000 per violation.

Learn more about the Pennsylvania Child Labor Act at L&I's BLLC page, including how to submit a complaint and FAQs.

Hours of Employment

Minors Age 14 or 15

- When school is in session: May only work between 7 a.m. and 7 p.m. May not work more than three hours per school day, and not more than 18 hours per school week (Monday-Friday).
- During vacation: May only work between 7 a.m. and 9 p.m., not more than eight hours per day, and not more than 40 hours per week.

Minors Age 16 or 17

- When school is in session: May only work between 6 a.m. and 12 a.m. May not work more than eight hours per school day, and not more than 28 hours per school week (Monday -Friday).
- During vacation: May not work more than 10 hours per day, and not more than 48 hours per week. A minor may refuse any request to work more than 44 hours per week.

Time Limits and Breaks

Minors must be given a break of at least 30 minutes by the fifth consecutive hour worked. Minors may not work for more than six consecutive days.

Questions/Complaints

If you feel that your employer has violated the Pennsylvania Child Labor Act, you should file a complaint with the Bureau of Labor Law Compliance.

You can contact the Bureau of Labor Law Compliance at LaborLaw@pa.gov or by phone at 1-800-932-0665.
Free interpretation services are available.