

## **Student Workers: Know the Laws**

**Q: I have a lot of student workers on my staff now that the summer months are approaching. What are some of the basics regarding student rights and limitations?**

**A:** As an employer, you are required to follow OSHA teen guidelines and Fair Labor Standards. You and your student employees should be aware of student worker laws and rights.

### **Hours of work:**

According to child labor laws, no employee under the age of 16 should be on the job after 7 p.m. when school is in session. Child labor laws determine how many hours a student can work based on the student's age. These laws fluctuate to allow students to work more hours during the summer or when school is out of session during vacation and other school breaks.

### **Ages 14 – 15:**

When school is in session, students can work no more than three hours per day, including Fridays, and no more than 18 hours per week. Students can work no earlier than 7 a.m. and no later than 7 p.m.

When school is not in session, students can work no more than 40 hours per week.

On the weekends, school-leave days and holidays, students can work no more than eight hours per day.

### **Ages 16 – 17:**

Students 16 and older can work unlimited hours as long as their job is a non-hazardous position.

### **At the end of the day**

While you don't want to think about the possibility of one of your workers being killed at your place of business, the fact is that teen homicide is the leading cause of work-related death, especially in retail and food-service industries. Make sure you have a safety plan in place and offer training that instructs your employees what to do in the event of a robbery or other violent act on the premises.

- Remember that students younger than 16 are not to work past 7 p.m. on school days.
- Never leave a student worker alone on the job.
- Never let student workers close on their own.

- Remind them to report any customer (or worker) threats or acts of violence.
- Let them know that they should call the police if they notice any suspicious behavior.
- Have phone numbers for the police department posted near the phone.

For complete information on hiring teen workers, visit OSHA's Teen Workers site at [www.osha.gov/SLTC/teenworkers/index.html](http://www.osha.gov/SLTC/teenworkers/index.html). To find out more about Accident Fund's WorkSafe Students program or to order teen training materials, contact your independent Accident Fund agent.

**Accompanying blurb:**

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