

Hours of Work

All employers who employ minors must post the hours and times of day minors may work under both federal and state laws. The following chart contains the hours a minor may work. This chart is a combination of the state and federal laws and provides the more restrictive requirements.

Note: Because it is a combined chart, this chart should not be used as the official poster, but rather as a guide.

	After Labor Day through May 31		June 1 through Labor Day	
	14-15 year olds	16-17 year olds	14-15 year olds	16-17 year olds
Maximum Hours of Work				
<i>Daily Hours</i>				
Days in Non-School Week	8 hours	Unlimited*	8 hours	Unlimited*
Non-School Days in School Week	8 hours	8 hours	8 hours	8 hours
School Days except Last School Day of Week	3 hours	5 hours	3 hours	5 hours
Last School Day of the Week	3 hours	8 hours	3 hours	8 hours
<i>Weekly Hours</i>				
Non-School Week	40 hours	50 hours	40 hours	50 hours
Full School Week	18 hours	26 hours*	18 hours	26 hours*
Partial School Week	18 hours	32 hours*	18 hours	32 hours*
Permitted Time of Day				
Days in Non-School Week	7am-7pm	Unlimited*	7am-9pm	Unlimited*
Non-School Days in School Week	7am-7pm	5am -12:30am*	7am-9pm	5am-12:30am*
Non-School Day that Precedes a School Day	7am-7pm	5am-11pm	7am-8pm	5am-11pm
School Day except Last School Day of Week	7am-7pm	7am-11pm	7am-8pm	7am-11pm*
Last School Day of Week	7am-7pm	7am-12:30am*	7am-9pm	7am-12:30am*

- Wisconsin child labor laws prohibit work during times that minors are required to be in school, except for students participating in work experience and career exploration programs operated by the school.
- A company that employs a minor who has two jobs must be sure that the combined hours worked by the minor do not exceed the legal limit.
- Minors ages 16 & 17 must be paid time and one-half for work in excess of ten hours per day or 40 hours per week, whichever is greater. Minors ages 14-17 working in agriculture must be paid time and one-half for work over 50 hours per week during peak periods.
- Following the end of work, eight hours of rest is required before the start of work the next day.
- Work must be directly supervised by an adult between the hours of 12:30 am – 5:00 am.
- Minors ages 16 & 17 who are emancipated, living independently, head of household, or enrolled in a GED program at a vocational or technical college, may work 40 hours per week when public schools are in session, and up to 50 hours per week during non-school weeks. The daily hours and time of day restrictions do not apply.
- Minors ages 16 & 17 who are home-schooled may only work 26 hours per week when public schools are in session, 32 hours if less than five days of school, and up to 50 hours per week during non-school weeks. The daily hours and time of day restrictions do not apply.

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