

## Youth Labor Laws

The Colorado Youth Employment Opportunity Act (CYEOA) regulates the employment of minors in Colorado. The fair Labor Stands Act (FLSA) and its regulations do not permit the employment of minors in a variety of circumstances. When both federal and state laws apply, the more stringent standards must be observed.

### The CYEOA does not generally apply to the following:

- Schoolwork and supervised educational activities
- Home chores
- Work done for a parent/guardian, except where the parent/guardian receives any payment therefore
- Newsboys and newspaper carriers
- Actors, models, and performers are exempt from the age-related restrictions for minor under age fourteen

### MINIMUM AGE REQUIREMENTS AND PERMISSIBLE OCCUPATIONS

COLORADO LAW	FEDERAL LAW
<p><b>14 year-olds are permitted employment involving:</b></p> <ul style="list-style-type: none"> <li>◆ Delivery of periodicals</li> <li>◆ Door-to-door selling/delivery of merchandise</li> <li>◆ Baby-sitting</li> <li>◆ Gardening and lawn care (including use of power lawn equipment)</li> <li>◆ Cleaning of walks</li> <li>◆ Agricultural work (except work considered hazardous under federal laws)</li> <li>◆ Non-hazardous occupations in manufacturing</li> <li>◆ Public messenger service/errands by foot, bicycle and public transportation</li> <li>◆ Janitorial and custodial services</li> <li>◆ Office/clerical work (including operation of office equipment)</li> <li>◆ Occupations in retail food service</li> <li>◆ Occupations in retail stores, including cashiering, selling, modeling, art work, shelving, bagging merchandise, etc.</li> <li>◆ Occupations in restaurants, hotels, motels or other public accommodations (minors may not operate power food slicers and grinders)</li> <li>◆ Occupations related to parks/ recreations incl: recreation aides and conservation projects</li> </ul>	<p><b>14 and 15 year-olds are permitted employment in:</b></p> <ul style="list-style-type: none"> <li>◆ Retail stores</li> <li>◆ Food service establishments</li> <li>◆ Gasoline service stations</li> <li>◆ Bagging and carrying out customer orders</li> <li>◆ Cashiering, selling, modeling, artwork advertising, window trimming or comparative shopping</li> <li>◆ Cleaning fruits and vegetables</li> <li>◆ Clean up work and grounds maintenance including vacuuming, but not power driven mowers, cutters and trimmers</li> <li>◆ Delivery work by foot, bicycle or public transportation</li> <li>◆ Kitchen work in food preparation and serving drinks but not cooking or baking</li> <li>◆ Office and clerical work</li> <li>◆ Pricing and tagging goods, assembling orders, packing or shelving</li> <li>◆ Wrapping, weighing, pricing or stocking any goods as long as they don't work in an area where meat is being prepared or in freezers/coolers</li> </ul>

<b>COLORADO LAW ( cont.)</b>	<b>FEDERAL LAW (cont.)</b>
<b>16 year-olds are permitted employment involving:</b> <ul style="list-style-type: none"> <li>◆ Any occupation listed above</li> <li>◆ Any occupation which involves the use of motor vehicle if the minor is licensed to operate the motor vehicle pursuant to Colorado Revised Statutes</li> </ul>	<b>16 year-olds are permitted employment in:</b> <ul style="list-style-type: none"> <li>◆ Employment in any non-hazardous occupation</li> </ul>
<b>18 year-olds are permitted employment involving:</b> Are not minors and are not subject to Colorado Youth Laws	<b>18 year-olds are permitted employment in:</b> Are not subject to Federal Child Labor Laws

### **WORK HOURS**

<b>COLORADO LAW</b>	<b>FEDERAL LAW</b>
<ul style="list-style-type: none"> <li>◆ On school days, during school hours, no minor under age of 16 is permitted employment except as granted by a school release permit</li> <li>◆ On school days, after school hours, no minor under the age of 16 is permitted to work in excess of 6 hours unless the next day is not a school day</li> <li>◆ Except for babysitters, no minor under the age of 16 is permitted employment between the hours of 9:30pm and 5:00am unless the next day is not a school day</li> <li>◆ Minors may not work more than 40 hours per week or 8 hours in any 24-hour period unless there is a business emergency</li> </ul>	14 and 15 year-olds can only work: <ul style="list-style-type: none"> <li>◆ Before and after school hours</li> <li>◆ After 7:00am or before 7:00pm except from June 1 through Labor Day when they can work until 9:00pm</li> </ul> 14 and 15 year-olds cannot work: <ul style="list-style-type: none"> <li>◆ More than 3 hours a day on school days</li> <li>◆ More than 18 hours per week in school weeks</li> <li>◆ More than 8 hours a day on non-school days</li> <li>◆ More than 40 hours per week when school is not in session</li> </ul> 16 year-olds and older may work any number of hours at any time of day

### **PROOF OF AGE**

<b>COLORADO LAW</b>	<b>FEDERAL LAW</b>
<ul style="list-style-type: none"> <li>◆ Any employer desiring proof of age of any minor employee may require the minor to submit an age certificate</li> <li>◆ Upon request, an age certificate may be issued by the school superintendent of the district or county where minor resides</li> </ul>	Federal child labor laws do not require work permits

### **DIRECTORY OF GOVERNMENTAL AGENCIES**

Federal Labor Law – (866) 487-2365 US Department of Labor/Wage and Hour Division <a href="http://www.dol.gov/whd">www.dol.gov/whd</a> or <a href="http://www.youthrules.dol.gov">www.youthrules.dol.gov</a>	Colorado Department of Labor & Employment (303) 318-8441 <a href="http://www.colorado.gov/cdle/youthlaw">www.colorado.gov/cdle/youthlaw</a>
Employment Discrimination Laws Equal Employment Opportunity Commission (800) 669-4000 or (303) 866-1300	Employment Discrimination Laws Colorado Division of Civil Rights (303) 894-2997