



# Combined Review of Federal and Indiana Teen Labor Laws for Foodservice Employers

rev. 2/05

Sponsored by:  
Restaurant & Hospitality  
Association of Indiana  
317-673-4211 • 800-678-1957  
info@indianarestaurants.com

*This information is not inclusive. Check with federal and state labor officials for more information.*

## GENERAL REQUIREMENTS

- The minimum permissible work age is 14.
- For teens 14-17 who are scheduled for at least six consecutive hours, either two, 15 minute paid breaks or a 1/2 hour unpaid break is required.
- At age 18, teenagers may work at any job and for any number of hours with the exception of handling or serving alcohol beverages.
- Teens 14-17 must have adult supervision after 10:00 p.m.

## LABOR LAWS FOR MINORS AGED 16 & 17

### Prohibited Work

- May NOT operate power-driven shearing or bakery machinery.
- May NOT operate circular saws, band saws and guillotine shears. This includes operating, setting up, adjusting repairing, or cleaning power-driven slicers.
- May NOT be employed in establishments where the principal business is the sale of alcohol beverages.
- MAY NOT operate pizza dough rollers EXCEPT dough rollers that meets certain safety criteria.
- MAY NOT operate motor vehicles, act as an outside helper or ride outside the cab of a motor vehicle, EXCEPT 17-year-olds MAY drive on the job no more than two trips in a work day that are not time sensitive (such as pizza delivery) within a 30-mile radius under additional strict restrictions.

### Hours and Days of Work Restrictions

- A minor who is 16 or 17 and presents to the employer a written exception issued by the school that the child attends, or a home schooled registration number and permission from the parents may be permitted to work between 7:30 AM and 3:30 PM.
- Minors 16 and 17 years of age who are not enrolled in a regular school term, have graduated from high school, or completed an approved vocational education program are exempt from the hour restrictions.

### Minors Aged 16 Hour Restrictions

- 8 hours per day/30 hrs per school week
- 40 hours per school week\*
- No work after 10 PM on a night followed by a school day
- No work after 12 midnight on nights not followed by a school day\*
- 9 hours per day during a non-school week\*
- 48 hours per week during during a non-school week\*
- No work before 6 AM
- No work after 12 midnight
- No more than 6 working days per week

### Minors Aged 17 Hour Restrictions

- 8 hours per day/30 hrs per school week
- 40 hours per school week\*
- No work after 10 PM on a night followed by a school day
- No work after 12 midnight on nights not followed by a school day\*
- May work up to 11:30 p.m. on a night followed by a school day\*
- May work up to 1 a.m. on two non-consecutive nights followed by a school day per week\*
- 9 hours per day during a non-school week\*
- 48 hours per week during during a non-school week\*
- No work before 6 AM
- No work after 12 midnight
- No more than 6 working days per week

\* **Requires written permission of parents on file with employer.**

## EMPLOYMENT CERTIFICATES

- Every employer must secure an employment certificate (work permit) before he allows any minor under 18 years of age to work for him at any time.
- This includes minors not enrolled in a regular school term.
- High School graduates under the age of 18 are not required to have employment certificates.
- The work permit must be kept on file as long as the youth is employed.
- A work permit is non-transferable and may be used at no more than two locations within the same enterprise, as long as the enterprise complies with the hour restrictions for the particular age.
- Notice of Teen Hour Restrictions must be posted (state form 158R5 no longer required).

## LABOR LAWS FOR MINORS AGED 14 & 15

### Prohibited Work

- May NOT cook over open flames
- May NOT bake, including any part of the baking process (weighing, mixing, putting products in pans or trays)
- May NOT clean, maintain or repair cooking equipment such as grills, deep-fat fryers and steam tables if the equipment surface exceeds 100°F.
- May NOT use rotisseries, broilers or pressurized equipment that operate at extremely high temperatures.
- May NOT work in freezers or meat coolers.
- May NOT operate, set up, adjust, clean, oil or repair power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers.
- May NOT operate power lawn mowers, power hedge or weed trimmers.
- May NOT work with ladders, scaffolds or similar equipment.
- May NOT work in or around a boiler or engine room.
- May NOT ride in a motor vehicle provided by the employer (such as being transported to an off-site catering function).
- May NOT load or unload trucks or conveyors (including conveyor type ovens).

### Allowed Duties

- May perform prep work.
- May operate dishwashers, toasters, dumbwaiters, popcorn poppers, milkshake blenders, coffee machines, devices used to maintain food temperatures.
- May operate microwave ovens that do not have the capacity to warm above 140 oF.
- May cook using electric or gas grills that do not have open flames.
- May cook using deep fryers that are equipped with and utilize devices that automatically lower and raise baskets.

### Hours and Days of Work Restrictions

- Minors 14 or 15 years of age may never work on a school day during regular school hours.
- Labor day to June 1-no work before 7 AM or after 7 PM
- June 1 to Labor Day - no work before 7 AM or after 9 PM (7 PM if followed by a school day)
- 3 hours on a school day
- 18 hours per week during a school week
- 8 hours per day on a nonschool day
- 40 hours per week during a nonschool week
- 14 or 15 year olds expelled, not enrolled by court order or for religious reasons (ex: Amish) are exempt from the 3 hours a day / 18 hours a school week, but not exempt from the additional requirements.