

16 or 17 years olds

Year Round...

- Not more than 10¼ hours per day (some exceptions apply)
- Cannot work more than 2 nights between the hours of 8 PM & 6 AM and work more than an 8 hour shift on any day during that same week



Federal Child Labor Laws may differ from New Hampshire Youth Labor Laws



NEW HAMPSHIRE DEPARTMENT OF LABOR

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About the photograph: Dated 1909.

Location: Amoskeag Manufacturing Co. Mills in Manchester, NH.

Photo by: Lewis W. Hine.

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NEW HAMPSHIRE DEPARTMENT OF LABOR

*What You Need To Know
Before Hiring Minors*



A REFERENCE GUIDE FOR NEW HAMPSHIRE EMPLOYERS

I'M THINKING OF HIRING YOUTH, NOW WHAT?

Both age groups require different documentation in order to begin work.

Under the age of 16 - Youth Employment Certificate (must be on file with the employer prior to the third day of work)

16 or 17 years old - Parental Permission (must be signed and on file with the employer prior to the first day of work)

WHAT TYPE OF WORK ARE YOUTH ALLOWED TO DO?

Depending on the age of the youth there are different restrictions.

Youth may not work in any Hazardous Occupations contained in the Child Labor Bulletin 101 under the Fair Labor Standards Act.

Please contact the New Hampshire Department of Labor with any questions.

I want to hire youth younger than 16 years old, what hours can they work?

Hours Limitations based on employer's predetermined work week

When school is in session...

- Not more than 3 hours on school days
 - School days are Monday through Friday
- Not more than 23 hours per school week
 - a school week is any week in which a youth has school

Non-school days...

- Not more than 8 hours per day on non-school days
- Not more than 48 hours during school vacations

Year Round...

- Not earlier than 7:00 AM
- Not later than 9:00 PM

I want to hire youth ages 16 or 17 years old, what hours can they work?

Hours Limitations based on employer's predetermined work week

When school is in session 3 days or less...

- Not more than 6 consecutive days
- Not more than 48 hours per workweek

When school is in session for 4 days...

- Not more than 6 consecutive days
- Not more than 40¼ hours per workweek

When school is in session for 5 days...

- Not more than 6 consecutive days
- Not more than 30 hours per workweek

During School Vacations & Summer (June 1 – Labor Day)...

- Not more than 6 consecutive days (some exceptions apply)
- Not more than 48 hours per workweek (some exceptions apply)