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# Maine Labor Laws Specifically Applicable to Youth, April 1986

Maine Bureau of Labor Standards

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## LIBRARY USE ONLY

**MAINE LABOR LAWS**

**Specifically Applicable To**

**YOUTH**

**Bureau of Labor Standards**

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JUL 17 1986

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## AGE FOR EMPLOYMENT

**NO LIMITATION** for planting, cultivating and harvesting of field crops in agriculture, domestic work (babysitting, housework, gardening, snow removal, etc.), hospitals, nursing homes, municipal employment, children's camps, and other work not mentioned below. Also when employed by or under the direct supervision of one or both parents in stores, restaurants, sporting or overnight camps.

**14 YEARS** for eating places, ice cream stands, stores, gasoline service stations, sporting and overnight camps, agriculture except planting, cultivating and harvesting of crops or non-hazardous occupations.

**16 YEARS** for manufacturing and mechanical establishments, including automobile repair shops and food processing, hotels, motels (except outside occupations), rooming houses, laundries, dry cleaners, bakeries, bowling alleys, poolrooms, commercial places of amusements, including carnivals and circuses, theaters and movie theaters, including drive-ins.

**18 YEARS** for certain hazardous jobs in manufacturing and mechanical establishments, laundries, dry cleaners, and bakeries. A printed list is available on request.

## HOURS OF WORK

### UNDER 16 YEARS OF AGE

**PER DAY** — Not more than 4 hours on a day when school is in session, and not more than 8 hours on week-ends, holidays and vacations.

**PER WEEK** — Not more than 28 hours when school is in session, and not more than 48 hours during school vacations.

**DAYS PER WEEK** — Not more than 6 consecutive days, even though the work may be part-time.

**NIGHT WORK** — Under 15 — Not after 9 p.m. nor before 7 a.m.

Minors who are 15 but not yet 16 may work until 10 p.m. but not before 7 a.m.

## **WORK PERMIT**

**UNDER 16 YEARS OF AGE** — Required for all gainful employment except household work, children's camps and non-hazardous occupations in agriculture. Issued by the Superintendent of Schools of the city or town where the boy or girl resides. A birth certificate or other legal proof of age is required.

**16 YEARS OF AGE OR OLDER** — No legal requirement but recommended by U.S. Department of Labor up to 18 years. Issued as above.

## **MINIMUM WAGE**

There is a special minimum wage rate for students under 19 years of age, which is 75 percent of the rate required for other employees in the same occupations. The student rate is 2.66 for most businesses, public employment and schools.

The law also requires 1½ times the employee's regular hourly rate for hours over 40 in any week except in hotels, motels, restaurants, processing of perishables, and public employment.

## **CAUTION**

This summary of the laws is intended only to give brief information about the principal provisions. There are other laws which apply to all employees, adults as well as youth, such as requirements for weekly payment of wages in certain businesses, payment in full upon termination of employment, safe work places, tools and working conditions, and minimum wage. Copies of the laws or formal interpretations of specific provisions may be obtained from the Bureau of Labor Standards.

Caution: Nothing in the Maine law exempts employers subject to the Federal Fair Labor Standards Act from compliance with that Act when its requirements are higher.

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