

Teens in the Workplace

The list below contains key examples of restrictions. Other restrictions may apply, depending on industry and age of worker. There are limited exemptions for youth under 18 who are in apprenticeship and student-learner programs. Refer to the complete handbook describing all California child labor laws.

In California, no worker under age 18 may:

<ul style="list-style-type: none"> • Drive a motor vehicle on public streets as part of the job, or as an outside helper on a motor vehicle. • Handle, serve, or sell alcoholic beverages • Be exposed to radioactive substances or ionizing radiation • Mix, load or apply Category I pesticides 	<ul style="list-style-type: none"> • Operate power-driven machinery: <ul style="list-style-type: none"> – Meat slicers – Bakery machines (including dough mixers) – Box crushers/compactors – Woodworking machines – Metalworking machines – Punches – Hoists – Forklifts – Circular saws – Band saws – Guillotine shears 	<ul style="list-style-type: none"> • Work in: <ul style="list-style-type: none"> – Wrecking or demolition – Excavation – Logging or sawmills – Roofing – Manufacturing brick or tile – Manufacturing or storage of explosives – Mining – Meat packing or processing
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In California, no one under age 16 may:

<ul style="list-style-type: none"> • Do any baking or cooking on the job (except cooking at a serving counter) • Do dry cleaning or work in a commercial laundry • Load or unload trucks, railroad cars, or conveyors 	<ul style="list-style-type: none"> • Work on a ladder or scaffold • Work in a freezer or meat cooler • Work in building or construction • Work in manufacturing or food processing • Work in a warehouse (except as a clerical) • Dispense gas or oil • Clean, wash or polish cars
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What Hours Can Teens Work in California?

	Ages 14 – 17	Ages 16 – 17
Work Hours	7 a.m. to 7 p.m. from Labor Day to June 1	5 a.m. to 10 p.m. on school nights
	Not during school hours	5 a.m. to 12:30 a.m. when there is no school the next day
	7 a.m. to 9 a.m. from June 1 to Labor Day	
Maximum Hours When School is in Session	18 hours a week, but not over: <ul style="list-style-type: none"> • 3 hours a day on school days • 8 hours a day on Saturdays, Sundays or holidays 	48 hours a week, but not over: <ul style="list-style-type: none"> • 4 hours a day Monday – Thursday • 8 hours a day Friday – Sunday and holidays
Maximum Hours When School is Not in Session	40 hours a week/8 hours a day	48 hours a week/8 hours a day

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