

Child Labor Laws

Legal Work Hours for Minors

14 & 15 Year Olds

- Maximum Hours: 8 hours per day, 40 hours per week
- Working hours: 7 a.m. to 7 p.m.
- Prohibited: Hazardous occupations, night work, overtime

16 & 17 Year Olds

- Maximum Hours: 8 hours per day, 40 hours per week
- Working hours: 7 a.m. to 7 p.m.
- Prohibited: Hazardous occupations, night work, overtime

Prohibited Jobs for Minors

Persons under 18 may NOT:

- Work in or about any place where dangerous machinery, equipment, or tools are used.
- Work in or about any place where explosives, flammable liquids, or flammable gases are used.
- Work in or about any place where toxic or poisonous substances are used.
- Work in or about any place where high voltage electrical equipment is used.
- Work in or about any place where heavy machinery is used.
- Work in or about any place where a motor vehicle is used.
- Work in or about any place where a power-driven saw is used.
- Work in or about any place where a power-driven drill is used.
- Work in or about any place where a power-driven nailer is used.
- Work in or about any place where a power-driven sander is used.
- Work in or about any place where a power-driven planer is used.
- Work in or about any place where a power-driven jointer is used.
- Work in or about any place where a power-driven lathe is used.
- Work in or about any place where a power-driven mill is used.
- Work in or about any place where a power-driven shaper is used.
- Work in or about any place where a power-driven circular saw is used.
- Work in or about any place where a power-driven band saw is used.
- Work in or about any place where a power-driven table saw is used.
- Work in or about any place where a power-driven jointer is used.
- Work in or about any place where a power-driven planer is used.
- Work in or about any place where a power-driven shaper is used.
- Work in or about any place where a power-driven circular saw is used.
- Work in or about any place where a power-driven band saw is used.
- Work in or about any place where a power-driven table saw is used.

Information on Employer's Unemployment Insurance Coverage

Employers are required to pay unemployment insurance for their employees.

There are two ways to apply for UI Benefits:

- Apply by Using UI Online**
- Apply by calling the TeleClaim Center**

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Apply by Using UI Online

Apply by calling the TeleClaim Center

For more information, visit www.mass.gov/ago/fairlabor

NOTICE TO EMPLOYEES

The Commonwealth of Massachusetts
DEPARTMENT OF INDUSTRIAL ACCIDENTS
100 State Street, Suite 100, Boston, Massachusetts 02109
(617) 725-4800

NOTICE TO EMPLOYEES

PARENTAL LEAVE

Employees are entitled to parental leave under state law.

RIGHT TO KNOW WORKPLACE NOTICE

Employees have the right to know about hazardous chemicals in the workplace.

Employers must provide written notices to employees.

5 Steps to a Safer Workplace

1. Identify hazards
2. Assess risks
3. Control hazards
4. Monitor and review
5. Train employees

FAIR EMPLOYMENT IN MASSACHUSETTS

Prohibits discrimination based on race, sex, religion, and other protected characteristics.

Employees have the right to a fair and equal opportunity for employment.

Massachusetts Wage & Hour Laws

The minimum wage is **\$11.00**

Fair Labor Hotline: (617) 727-3465

Office of Massachusetts Attorney General Maureen Healey

Minimum Wage

The minimum wage is \$11.00.

Overtime

Generally, employees who work more than 40 hours in a week must be paid overtime.

Payment of Wages

Employers must pay wages on time and in full.

Tip Credit

Employers can claim a tip credit for tipped employees.

Reporting Pay

Employers must report pay to the state.

Rights of Temporary Workers

Temporary workers have the same rights as permanent employees.

Rights of Domestic Workers

Domestic workers have the same rights as other employees.

Public Works and Public Construction Workers

Public works workers have special wage and hour rules.

Domestic Violence Leave

Employees can take leave for domestic violence.

Employees Have the Right to Sue

Employees can sue their employers for wage and hour violations.

Employers Must Not Retaliate

Employers cannot retaliate against employees who file complaints.

MASSACHUSETTS MLC

MASSACHUSETTS

FAIR EMPLOYMENT IN MASSACHUSETTS

Prohibits discrimination based on race, sex, religion, and other protected characteristics.

Employees have the right to a fair and equal opportunity for employment.

Workplace Notice: State law requires all employers to post this notice at the workplace in a location where it can easily be read.

Employees Under 18 - Child Labor

Child labor laws restrict the hours and types of work for minors.

Meal Breaks

Employees are entitled to a 30-minute meal break.

Payroll Records

Employers must keep accurate payroll records.

Workplace Notice: State law requires all employers to post this notice at the workplace in a location where it can easily be read.

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EARNED SICK TIME

Notice of Employee Rights

Beginning July 1, 2015, Massachusetts employees have the right to earn and take sick leave from work.

WHO QUALIFIES?

All employees in Massachusetts can earn sick time.

HOW IS IT EARNED?

Employees earn 1 hour of sick time for every 30 hours worked.

WHEN CAN IT BE USED?

Sick time can be used for illness, injury, or family care.

CAN AN EMPLOYER HAVE A DIFFERENT POLICY?

Employers can have a more restrictive policy, but it cannot be less than the state law.

RETALIATION

Employers cannot retaliate against employees who use sick time.

NOTICE & VERIFICATION

Employees must give notice and verification to their employers.

DO YOU HAVE QUESTIONS?

Contact the Fair Labor Division at (617) 727-3465.