

Summary of Massachusetts² Laws Regulating Minors' Work Hours and Occupation Restrictions

Prohibited Jobs (Hazardous Orders)

Persons under 14 may not work: There are a few exceptions to this such as working as news carriers, on farms, and in entertainment (with a special permit).

Persons under 16 years old may ***NOT***:

- Operate, clean or repair power-driven machinery (except office machines or machines in retail or food service not otherwise prohibited)
 - Cook (except on electric or gas grills that do not have open flames)
 - Operate fryolators, rotisseries, NEICO broilers, or pressure cookers
 - Operate, clean or repair power-driven food slicers, grinders, choppers, processors, cutters, and mixers
 - Perform any baking activities
 - Operate microwave ovens (except to heat food in microwave ovens with a maximum capacity of 140 degrees Fahrenheit)
 - Clean kitchen surfaces that are hotter than 100 degrees Fahrenheit
 - Filter, transport, or dispose of cooking oil or grease hotter than 100 degrees Fahrenheit
 - Work in freezers or meat coolers
 - Work in a manufacturing facility or occupation (e.g., in a factory, as an assembler)
 - Work on ladders, scaffolds or their substitutes
 - Work in garages, except dispensing gas and oil
 - Work in brick or lumber yards
 - Work in amusement places (e.g., pool or billiard room, or bowling alley)
 - Work in barber shops
 - Work in construction, transportation, communications, or public utilities (except doing clerical work away from heavy machinery off the job-site)
 - Work in warehouses (except doing clerical work)
 - Load or unload trucks, railroad cars, or conveyors
 - Ride in or on a motor vehicle (except in a passenger seat wearing a seatbelt)
 - Wash windows in public or commercial buildings if the windowsill is more than 10 feet above the ground
 - Work doing laundry in a commercial laundry or dry cleaning establishment
 - Work as a public messenger
 - Work at processing operations (e.g., in meat, fish, or poultry processing or cracking nuts, bulk or mass mailing)
 - Work around boilers or in engine rooms
 - Do industrial homework
 - Work with dangerous electrical machinery or appliances
 - Work that is determined by the Massachusetts Attorney General to be dangerous to the health and well-being of minors
 - **Work in any of the occupations or tasks prohibited for persons under age 18**
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² This is a compilation of state and federal child labor laws. The most protective laws are presented here and apply to all employers of teens including parents who may employ their children. There are additional regulations in this area not summarized here and some exceptions for employers in agricultural industries. Questions about the state child labor laws should be directed to the Massachusetts Office of the Attorney General, Fair Labor and Business Practices Division (617- 727-3465). Questions about federal child labor laws should be directed to the U.S. Department of Labor, Wage and Hour Division (617-624-6700).

Persons under 18 years old may NOT:

- Drive a vehicle, forklift or work assist vehicle (except golf carts in certain circumstances)
- Ride as a passenger in a forklift
- Operate, clean or repair power-driven meat slicers, grinders, or choppers
- Operate, clean or repair power-driven bakery machines (except for certain countertop models and pizza dough rollers)
- Work 30 feet or more above ground or water
- Handle, serve, or sell alcoholic beverages
- Use circular or band saws, guillotine shears, wood chippers, or abrasive cutting discs
- Use power-driven woodworking machines
- Use, service, drive or work from hoisting machines
- Operate or load power-driven paper balers, compactors, or other power-driven paper processing machines
- Use power-driven metal-forming, punching, or shearing machines
- Use buffing or polishing equipment
- Manufacture brick, tile, or kindred products
- Manufacture or store explosives
- Work in excavation, wrecking, demolition, or shipbreaking
- Work in forest fire fighting, forest fire prevention, timber track operations or forestry service
- Work in logging, sawmilling, or mining
- Work slaughtering, packing, or processing meat or poultry
- Work in railway operations
- Work in roofing or on or about a roof
- Work in foundries or around blast furnaces
- Work manufacturing phosphorus or phosphorus matches
- Work where they are exposed to radioactive substances
- Work as a firefighter or engineer on a boat
- Oil or clean hazardous machinery in motion
- Work in any job requiring the possession or use of a firearm*

Tasks not specifically permitted by the US DOL Secretary of Labor are prohibited. Legal Work Hours for Teens in Massachusetts

Note: After 8:00 p.m., all minors must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonably accessible to the minor, unless the minor works at a kiosk, cart or stand in the common area of an enclosed shopping mall that has security from 8:00 p.m. until the mall is closed to the public.*

14 and 15 Year-Olds Work Hours

Only between 7 a.m. and 7 p.m. during the school year Not during school hours

Only between 7 a.m. and 9 p.m. during the summer (from July 1 through Labor Day)

Maximum Hours When School Is in Session

18 hours a week

3 hours a day on school days

8 hours a day Saturday, Sunday, holidays

6 days a week

Maximum Hours When School Is Not in Session

40 hours a week

8 hours a day

6 days a week

16 and 17 Year-Olds Work Hours*

Only between 6 a.m. and 10 p.m. (on nights preceding a regularly scheduled school day) – if the establishment stops serving clients or customers at 10:00 p.m., the minor may be employed until 10:15 p.m.

Only between 6 a.m. and 11:30 p.m. (on nights not preceding a regularly scheduled school day). Exception for restaurants and racetracks: only between 6 a.m. and 12:00 midnight (on nights not preceding a regularly scheduled school day).

Maximum Hours of Work – Whether or Not School is in Session

48 hours a week

9 hours a day

6 days a week

* Indicates a change Massachusetts Child Labor Laws, effective date January 3, 2007.