

United States Child Labor Requirements

State	Does state require work permits or certificates?	At what age can you get legal work?	Web address for employment guidelines
Alabama	Yes	14	http://www.alalabor.state.al.us/CHILD_LABOR.htm
Alaska	Yes	14	http://www.labor.state.ak.us/lss/childlaw.htm
Arizona	No	N/A	http://www.ica.state.az.us/faqs/labor/youth_employment_laws.html#
Arkansas	Yes	14	http://www.arkansas.gov/labor/pdf/child_labor_laws_and_regs.pdf
California	Yes	12	http://www.dir.ca.gov/DLSE/childLaborPamphlet2000.html
Colorado	Yes	9*	http://www.coworkforce.com/LAB/YouthAct.pdf
Connecticut	No. Promise of employment	14	http://www.ctdol.state.ct.us/youth/main.htm
Delaware	Yes	14	http://delcode.delaware.gov/title19/c005/index.shtml
Florida	No	14	http://www.myflorida.com/dbpr/reg/childlabor/index.html
Georgia	No	14 per Federal law	http://www.dol.state.ga.us/em/child_labor.htm
Hawaii	Yes	14**	http://hawaii.gov/labor/law/hrs/2006/390/HRS_0390-.htm
Idaho	No	14	http://www.idahocareline.org/eLibrary/Child%20Labor%20Laws.html
Illinois	Yes	14	http://www.state.il.us/agency/idol/laws/Law205.htm
Indiana	Yes	14	http://www.in.gov/dol/2398.htm
Iowa	Yes	14	http://www.iowaworkforce.org/labor/childlabor.htm
Kansas	Yes	14	http://www.dol.ks.gov/es/html/child_DEE.html#information
Kentucky	No. Proof of age instead	14	http://www.labor.ky.gov/ows/employmentstandards/childlaborlaw/
Louisiana	No. Intention to employ form	14	http://www.laworks.net/Downloads/posters/Minor_Labor_Law_bw.pdf
Maine	Yes	14**	http://www.maine.gov/labor/labor_laws/publications/minorsguide.html
Maryland	Yes	14	http://www.dllr.state.md.us/labor/empm.shtml
Massachusetts	Yes	14	http://www.mass.gov/Elwd/docs/dos/youth_employment/youth_application.pdf
Michigan	Yes	11	http://www.michigan.gov/dleg/0,1607,7-154-27673_27679---,00.html
Minnesota	No. Proof of age instead	14**	http://www.doli.state.mn.us/childlbr.html

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Mississippi	No	14 per Federal law	http://www.dol.gov/dol/topic/youthlabor/index.htm
Missouri	Yes	14**	http://www.dolir.mo.gov/ls/faq/faq_ChildLabor.htm
Montana	No	14**	http://erd.dli.mt.gov/laborstandard/wagehrchild.asp
Nebraska	Yes	14	http://www.dol.state.ne.us/nwd/center.cfm?PRICAT=2&SUBCAT=2C
Nevada	Yes	14	http://www.accessclarkcounty.com/depts/juvenile_justice_services/pages/wrk_permits.a.spx
New Hampshire	Yes	12**	http://www.gencourt.state.nh.us/rsa/html/XXIII/276-A/276-A-4.htm
New Jersey	Yes	14*	http://lwd.dol.state.nj.us//labor/wagehour/lawregs/child_labor_law.html
New Mexico	Yes	14	http://www.dws.state.nm.us/careersolutions/CSS-WorkP.html
New York	Yes	12	http://www.labor.state.ny.us/workerprotection/laborstandards/workprot/wphmpg.shtm
North Carolina	Yes	14**	http://www.nclabor.com/wh/fact%20sheets/joint_state_fed.htm#overview#overview
North Dakota	Yes	14	http://www.nd.gov/labor/publications/docs/brochures/001.pdf
Ohio	Yes	14	http://198.234.41.198/w3/webwh.nsf/allbykey/0A2CC2509843265A852566180051AF2E
Oklahoma	Yes	14	http://www.ok.gov/odol/Child_Labor/
Oregon	No	14	http://www.oregon.gov/BOLI/WHD/CLU/docs/employmentminorsbrochure2008.pdf
Pennsylvania	Yes	12	http://www.dli.state.pa.us/landi/lib/landi/laws-regulations/lrc/a-177.pdf
Rhode Island	Yes	14	http://www.rilin.state.ri.us/Statutes/Title28/28-3/INDEX.HTM
South Carolina	No. Proof of age instead	14**	http://www.llr.state.sc.us/Labor/wages/pdf/lbro.pdf
South Dakota	No	14**	http://dol.sd.gov/wagehrs/youthemployment.aspx
Tennessee	Parental consent for 16 & 17 yr olds	14	http://www.state.tn.us/labor-wfd/childlab.html
Texas	No	14**	http://www.twc.state.tx.us/ui/lablaw/lrci70.pdf
Utah	Age certificate from school	14	http://le.utah.gov/~code/TITLE34/34_23.htm
Vermont	Yes, if under 16	14	http://labor.vermont.gov/Portals/0/Wage%20Hour/child_labor_pamphlet.pdf
Virginia	Yes	14	http://www.doli.virginia.gov/laborlaw/laborlaw_faqs_childlaborlawp1.html
Washington	Yes	14	http://www.lni.wa.gov/WorkplaceRights/TeenWorkers/default.asp
West Virginia	Yes	14	http://www.wvsos.com/csrdocs/worddocs/42-09.doc
Wisconsin	Yes	14	http://www.dwd.state.wi.us/er/labor_standards_bureau/child_labor_laws.htm

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Wyoming	Proof of age	14	http://wydoe.state.wy.us/does.asp?id=274
			*Under certain conditions
			**Lower than this age if employment fits certain conditions.