

Work Permit and Working Hours for Teens

Who needs a work permit?

Students between the ages of 14 and 18 who have not yet graduated from high school must obtain a work permit to be legally employed. Students under the age of 14 are generally not permitted to work.

How is a work permit obtained?

A student does not need a work permit until he or she has a job. Each student needs a separate work permit for each different job they have.

Students must pick up and complete a work permit application. The schools distribute these. Students should check with their counselor or career center to find the location on their campus.

Students must return the completed application to the appropriate party at the school. Students must have identification when they turn in the application. This may be driver's license, birth certificate, California ID card, or passport. The student must be present to receive the actual work permit -- a signature is required.

School districts may impose restrictions on work permits that relate to attendance and performance in school.

Federal and State Labor Laws are combined with School District policies to create the restrictions for youth work hours. Contact your local Regional Partnership Council to find out about additional restrictions for youth from local schools.

Work Hours (School in session):

16 & 17 years	Maximum hours per week	36 hours
	Hours per day: Monday – Thursday	4 hours
	Hours per day: Friday – Sunday	8 hours

14 & 15 years	Maximum hours per week	18 hours
	Hours per day: Monday – Friday	3 hours
	Hours per day: Saturday & Sunday	8 hours

Work Hours (School NOT in session):

16 & 17 Years	Maximum hours per week	48 hours
	Maximum hours per day	8 hours

14 & 15 Years	Maximum hours per week	40 hours
	Maximum hours per day	8 hours