

For further information contact:

Delaware Department of Labor
Office of Labor Law
Enforcement

Located at:
225 Corporate Blvd.
Suite 104
Newark, Delaware
(302) 451-3423

4425 North Market Street
Wilmington, Delaware
(302) 761-8200

24 N.W. Front Street
Suite 100
Milford, Delaware 19963
(302) 422-1134

**DELLA AWAARRE HELLPP
LLINNEE**

1-800-464-4357
ask for 761-8200

Employers who are required to
comply with the Fair Labor
Standards Act
should also contact:
U.S. Department of Labor
(302) 573-6112

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Teens' Rights on the Job

JOINING THE JOB FORCE

The minimum age for employment in Delaware is fourteen (14) years.

Anyone under the age of eighteen (18) must have a work permit on file with their employer. Those under eighteen (18) years of age must get a new work permit when changing employers.

Anyone who works more than five (5) consecutive hours MUST be given at least a thirty (30) minute break by the employer

Work permits are available at the following locations:

- All Delaware public high schools and middle schools
- Some school district offices
- Department of Labor offices in Wilmington, Dover, Milford, and Georgetown

HOURS OF WORK *14-15 Years Old*

- May not work during school hours
- May not work more than:
 - Four (4) hours on a school day
 - Eight (8) hours on a non-school day
 - Eighteen (18) hours in a week when school is in session for five (5) days
 - Forty (40) hours a week when school is not in session
 - Six (6) days in any week
- May work 7:00 a.m. to 7:00 p.m. except from June 1st to Labor Day when they may work from 7:00 a.m. to 9:00 p.m.

16-17 Years Old

- Work and school hours combined cannot exceed more than twelve (12) hours per day.
- Must have eight (8) consecutive hours free from work and school in a 24-period of time.

PROHIBITED JOBS

These are only examples of prohibited jobs.

Anyone under the age of 18 shall not be employed or permitted to work in, near, or in connection with:

- Meat slicers
- Demolition projects
- Tunnels or excavations over 4 feet deep
- The erection and/or repair of electrical wires
- Transportation of persons or property

In addition, anyone under the age of 16 shall not be employed or permitted to work in, near, or in connection with:

- The operation, cleaning, or adjusting, of any power-driven machinery, appliances or tools
- Deep fat fryers
- Cooking (call for exceptions)
- Grinders, food choppers, cutters, pressure cookers, and steamers
- Loading or unloading trucks
- Warehousing and storage
- Communications & Public Utilities
- Processing goods
- All work requiring scaffolding and ladders
- Freezers & meat coolers (call for exceptions)

Contact
the Delaware Department of Labor
for a complete list of prohibited occupations.