



Labor Guidelines for 14 and 15 Year Old Employees

- Need signed work permit on file
- May work outside of school hours
- May work from 7am to 7pm after Labor Day through May 31st
- May work from 7am to 9pm from June 1st through Labor Day
- No more than 3 hours per day on school nights
- May work up to 18 hours per week when school is in session
- No more than eight hour shifts on weekends/holidays/vacation
- No more than 40 hours per week during the summer or a full week of vacation

14 and 15 Year Old Employees

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CAN:

- Work register
- Work custard
- Work lobby
- Operate dishwasher
- Wash dishes using tri-sink
- Use bun toaster
- Prepare foods that do not require using a knife or cutter
- Use Blenders
- Work on Make Table

CANNOT:

- Use onion cutter
- Use fryer
- Use grill
- Operate power washer
- Use chemicals that require any kind of personal protective equipment (PPE)
- Work in extreme temperatures

Extreme temperatures apply to the freezer and walk-in cooler as follows:

- It is okay to go into the freezer to retrieve something or put something away as long as it takes a minute or less and does not happen repeatedly during the shift.
- It is not okay to WORK in the freezer – clean it, organize it, put truck away, etc.

Since the walk-in cooler does not have extreme temperatures; it is okay for 14 and 15 year olds to work in it, however we will try to limit actual work in the walk-in for 14 and 15 year olds whenever possible.

For more Information, please contact:
State Child Labor (515) 281-6374 (515) 242-5869
Federal Child Labor (515) 284-4625

Additional information regarding Child Labor Law may be found at:
The Division of Labor Services web site www.iowaworkforce.org/labor/childlabor.htm
Federal Child Labor Law: <http://youthrules.dol.gov/>