

CHILD LABOR LAW

Guide to Child Employment by Performing Arts Organizations

This is an abridged version of the Michigan law and performing arts guidelines. For an official copy, or for a Performing Arts authorization form, contact Georgia Harris at the Department of Labor and Economic Growth. Ms. Harris can be contacted at 517.636.6243 or e-mail at harrisg4@michigan.gov. The fax number is 517.322.6352. Please ***click here*** for the application for performing arts authorization form or visit www.michigan.gov/wagehour.

- Minors shall not be employed in establishments where alcoholic beverages are sold for consumption on premises unless food sale constitutes at least 50% of total gross receipts.
- Infants between 15 days of age and six months of age may remain at a place of employment for a maximum of two hours, but not during the hours of 9 p.m. and 6 a.m. The day's work cannot exceed 20 minutes and there are specific candlelight intensity requirements. A nurse must be provided.
- Minors between six months and two years of age may remain at a place of employment for four hours, with a maximum of two hours' work in that period. No overnight shooting is allowed.
- Minors between age two and six may remain for six hours, with a maximum of three hours work, with no overnight shooting.
- Minors between age six and nine may remain for eight hours, with four hours of work, but not between 10:30 p.m. and 6 a.m.
- Minors between nine and 14 may remain for nine hours, with five hours of work, but not between 10:30 p.m. and 6 a.m.
- Minors between 14 and 18 may remain at a place of employment for ten hours on days preceding school days, with six hours of work allowed. On non-school days, nine working hours are allowed. Working is not allowed between 11:30 p.m. and 6 a.m. when school is in session. A minor may work until 12:30 a.m. during summer vacation periods or when not regularly enrolled.
- A 30-minute meal period must be allowed at least every five hours.
- A minor may not work more than six consecutive days.
- Adult supervision is required at all times.

The director of the Department of Labor and Economic Growth may approve an application for deviation from the above regulations. No provisions of approval by the Department of Labor and Economic Growth shall excuse noncompliance with any other federal or state law or municipal ordinance establishing a more protective or restrictive standard.