

Michigan Modifies Restrictions on Youth Employment

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Employers utilizing minors in the workforce now face new scheduling restrictions. The Michigan Legislature recently modified and clarified restrictions on the employment of minors, defined as persons under the age of 18. Effective October 18, 2011, a minor who is 16 years of age or older and who is a student cannot be employed for more than 24 hours per week while school is in session. The statute previously stated that minors were limited to working a combined school and workweek of 48 hours.

Additional restrictions prevent employers from employing minors 16 years or older for more than any the following periods:

- Six days in one week;
- An average of eight hours per day in one week;
- Ten hours in one day;
- 48 hours in one week, when school is not in session

Minors 16 years of age or other may not be employed between the hours of 10:30 p.m. and 6 a.m. However, such minors may work until 11:30 p.m. on Fridays and Saturdays, during school vacation periods or when they are not regularly enrolled in school. Different restrictions apply to minors employed by farming operations.

For more information about these statutory provisions, or any other wage and hour questions, please contact your Miller Canfield Employment + Labor attorney or the authors.

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