

# Child Labor Laws – Wisconsin

*This is only a summary and does not contain all information pertaining to child labor laws. Information for this summary is taken from the Wisconsin Department of Workforce Development. For complete information on Wisconsin child labor laws, please visit: [http://dwd.wisconsin.gov/er/labor\\_standards\\_bureau/child\\_labor\\_laws.htm/](http://dwd.wisconsin.gov/er/labor_standards_bureau/child_labor_laws.htm/). All employers in the state are covered by state law and some are also covered by federal law. For employers covered by both state and federal requirements, the law that is more strict prevails.*

## **Parent-Owned Business**

Children 12 years of age or older are permitted to work at any gainful occupation under the direct supervision of their parent or guardian in connection with the parent's or guardian's business, trade, or profession, provided the employment or place of employment is not deemed hazardous.

## **PERMIT?**

Yes. Permits are required for employment of minors under 18 years of age.

## **HOURS**

- Minors under 18 may not be employed during the hours they are required to attend school.
- Student learners may be allowed to work during school hours if the student is enrolled in a work-based learning program.
- Minors who are high school graduates can work the same hours as adults.
- Wisconsin no longer limits the hours 16-17 year-old minors may work.
- See the DWD Child Labor website for *current* applicable hours and times of the day that minors under 16 may work in Wisconsin.

## **TYPE OF WORK FOR MINORS**

Depending on the age of the minor, they may and may not be allowed to perform certain duties. The chart below provides some examples. For a complete detailed list, visit the Wisconsin Department of Workforce Development website noted above.

TYPE OF WORK	AGE REQUIREMENT/RESTRICTIONS
Circular Saws, band saws, chain saws, and guillotine	Prohibited to all minors
Car wash	14 and over—no driving 16 and over—may drive car on the lot, but not on public streets
Cleaning (janitorial)	14 and over
Drill presses	16 and over
Floor maintenance equipment (polishers and scrubbers)	16 and over
Floor sanders	16 and over
Forklift trucks (industrial)	Prohibited to all minors
Power driven machinery (light)	
<ul style="list-style-type: none"> <li>• Lawn and grader equipment/power mower, riding lawn mower, snow blowers</li> </ul>	16 and over
<ul style="list-style-type: none"> <li>• Drill presses, grinder wheels,</li> </ul>	16 and over
<ul style="list-style-type: none"> <li>• Portable power-driven like drills and sanders</li> </ul>	16 and over
<ul style="list-style-type: none"> <li>• Weed string trimmers (not bladed)</li> </ul>	16 and over
Hoist and hoisting apparatus	Prohibited to all minors to operate power-driven hoisting apparatus 16 and over may operate some non-power-driven hoisting apparatus with restrictions
Ladders (ladder, scaffold or similar device more than 6ft high)	16 and over
Loading and unloading to or from trucks, rail cars, or conveyors	16 and over
Metal forming, punching and shearing power-driven machines	16 and over with restrictions
Lawn and garden equipment including sidewalk type snow	16 and over



Blowers	14 and over—in and around private home of the employer and not in connection with his/her trade or business
<ul style="list-style-type: none"> <li>Rolling machines (bending, corrugating, hot or cold rolling, etc.)</li> </ul>	Prohibited to all minors
<ul style="list-style-type: none"> <li>Pressing or punching machines (punch press, plate punches, power press, etc;)</li> </ul>	16 and over—only machines that are equipped with automatic feed and ejection and with a fixed barrier to prevent hands or fingers of the operator from entering the area between the dies; power presses; and plate punches All else prohibited to all minors
Shearing machines (guillotine, rotary shears, etc.)	Prohibited to all minors
Floor maintenance equipment (polishers and scrubbers)	16 and over
Floor sanders	16 and over
Power drive	16 and over

