

**WAC 296-125-027 Hours of work for minors.** Employers shall restrict the hours of minors' employment as follows:

(1) During the school year:

(a) Minors may work the following total of hours:

(i) Minors under the age of sixteen:

(A) Maximum of three hours per day on any school day preceding another school day or otherwise a maximum of eight hours per day;

(B) Maximum of six days per week; and

(C) Maximum of sixteen hours per week;

(D) Except that no minors of this age shall work in house-to-house sales without a variance issued by the department pursuant to WAC 296-125-060(7) [296-125-0600].

(ii) Sixteen- and seventeen-year-old minors:

(A) Maximum of four hours per day on any school day preceding another school day or otherwise a maximum of eight hours per day;

(B) Maximum of six days per week; and

(C) Maximum of twenty hours per week.

(b) Minors shall work during the following hours only:

(i) Minors under the age of sixteen:

(A) No earlier than 7:00 a.m.;

(B) No later than 7:00 p.m. on any day preceding a school day;

(C) No later than 9:00 p.m. on Fridays, Saturdays, and the day preceding a school holiday or vacation, provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times; and

(D) Not during school hours;

(E) Except that minors of this age shall not be employed in house-to-house sales without a variance issued by the department pursuant to WAC 296-125-060(7) [296-125-0600].

(ii) Sixteen- and seventeen-year-old minors:

(A) No earlier than 7:00 a.m.;

(B) No later than 10:00 p.m. on any day preceding a school day;

(C) No later than 12:00 a.m. on Fridays, Saturdays, and the day preceding a school holiday or vacation, provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times; and

(D) Not during school hours, unless the minor has been excused from school attendance by the minor's school district superintendent or her or his authorized agent.

(2) During school vacations:

(a) Minors may work the following total of hours:

(i) Minors under the age of sixteen:

(A) Maximum of eight hours per day;

(B) Maximum of six days per week; and

(C) Maximum of forty hours per week;

(D) Except that no minors of this age shall work in house-to-house sales without a variance issued by the department pursuant to WAC 296-125-060(7) [296-125-0600].

(ii) Sixteen- and seventeen-year-old minors:

(A) Maximum of eight hours per day;

(B) Maximum of six days per week; and

(C) Maximum of forty-eight hours per week.

(b) Minors shall work during the following hours only:

(i) Minors under the age of sixteen:

(A) No earlier than 7:00 a.m.; and

(B) No later than 9:00 p.m. provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times.

(ii) Sixteen- and seventeen-year-old minors:

(A) No earlier than 5:00 a.m.; and

(B) No later than 12:00 a.m. provided that minors employed past 8:00 p.m. in service occupations shall be supervised by a responsible adult employee who is on the premises at all times, and except no later than 9:00 p.m. for minors employed in house-to-house sales.

(3) Sixteen- and seventeen-year-old minors who have been issued a certificate of educational competence pursuant to RCW 28A.305.190, are enrolled in a bona fide college program, are named on a valid certificate of marriage, or are shown as the parent on a valid certificate of birth may work as would be permitted during school vacations.

[Statutory Authority: Chapters 43.22 and 49.12 RCW, RCW 26.28.060 and 43.17.060 and chapters 49.12 and 43.22 RCW and RCW 43.17.060. WSR 93-01-068 and 93-01-116, § 296-125-027, filed 12/11/92 and 12/21/92, effective 7/1/93; Order 76-15, § 296-125-027, filed 5/17/76.]