

Child Labor Laws of Maryland

Age:

- A minor under the age of 14 may not be employed or permitted to work unless the child is a model, performer or entertainer with a special permit.
- Minors 14 through 17 years of age may only work with a work permit.
- Certain activities are not considered employment for the purposes of this law provided the activity does not involve mining, manufacturing or hazardous occupations and it takes place outside the school day. Those activities include: farm work performed on a farm; domestic work performed in or about a home; work performed in a business owned or operated by a parent; work performed by unpaid volunteers, in a charitable or non-profit organization, employed with the written consent of the parent; caddying on a golf course; an instructor on an instructional sailboat; delivery of newspapers; work performed as a counselor, assistant counselor or instructor in a youth camp certified under the Maryland Youth Camp Act; and hazardous work performed by unpaid volunteers of a volunteer fire department who have completed or are taking a course of study relating to fire fighting or rescue and who are 16 years of age or older.

Hours:

Minors 14 and 15 years of age may not be employed or permitted to:

- work more than 4 hours on any day when school is in session
- work more than 8 hours a day on any day when school is not in session
- work more than 23 hours in any week when school is in session
- work more than 40 hours in any week when school is not in session
- work before 7:00 a.m. or after 8:00 p.m. Minors may work until 9:00 p.m. from Memorial Day to Labor Day.
- work more than 5 consecutive hours without a non-working period of at least 30 minutes.

Minors 16 and 17 years of age:

- May spend no more than 12 hours in a combination of school hours and work hours each day.
- Must be allowed at least 8 consecutive hours of non-work, non-school time in each 24 hour period.
- May not be permitted to work more than 5 consecutive hours without a non-working period of at least 30 minutes.

Occupations:

Certain occupations are declared to be hazardous by the U.S. Secretary of Labor and have been adopted by the Commissioner of Labor and Industry. The Commissioner has forbidden employment by minors under 18 in other occupations. Additional areas of employment are restricted to minors under the age of 16.

1. Explain why you think that these laws were created?
2. Do you think that these laws are fair? Explain why or why not.
3. If you wanted to change one of these laws, how might you go about changing it? Be specific.