

**INTERSTATE LABOR STANDARDS ASSOCIATION
NATIONAL CONFERENCE
Sacramento, California**

Sunday, August 19, 2007

2:00 p.m.	Executive Board Meeting	Room TBA
3:00 p.m. - 5:00 p.m.	Registration	Lobby
4:00 p.m.	New Member Orientation	Room TBA
6:00 p.m. - 9:00 p.m.	President's Reception	Atrium Level

Monday, August 20, 2007

7:30 a.m. - 8:30 a.m.	Late Registration
8:30 a.m.	Opening Ceremonies Secretary of Labor, Victoria L. Bradshaw (invited) Acting Director, John Rea (invited) Labor Commissioner Angela Bradstreet (invited) Mayor Heather Fargo (invited)
10:30 a.m.	Break
10:45 a.m.	Roll Call of the States Mary Ellen Grace, Secretary Treasurer

12:00	Lunch
1:15 p.m.	Federal Update/State Trends John Fitzpatrick, USDOL
2:00 p.m.	Succession Planning
3:15 p.m.	Break
3:30 p.m.	Best Practices
5:00 p.m.	Adjourn

Tuesday, August 21, 2007

8:30 a.m.	Immigration Discussion/ Human Trafficking
10:00 a.m.	Break
10:15 a.m.	Pandemic Influenza & Its Affect on Your Workplace Gwendolyn Hammer PhD, MSN, APRN, BC
12:00	Lunch
1:15 p.m.	Educational Outreach Efforts -- Employers and Workers
2:45 p.m.	Break
3:00 p.m.	Prevailing Wage Enforcement
5:00 p.m.	Adjourn

Wednesday, August 22, 2007

8:30 a.m.	Child Labor--Youth Group from Merced
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NOTE: There will be a breakout session for Department of Transportation personnel attending the conference during this time period.

10:00 a.m.	Break	
10:15 a.m.	Rest/Meal Periods Enforcement	
11:00 a.m.	Significant Court Cases Impacting Labor Enforcement Johanna Hsu, Assistant Chief Counsel California Labor Commissioner's Office	
12:00	Lunch	
1:15 p.m.	Wage Claim Processing Procedures & Issues	
2:30 p.m.	Break	
2:45 p.m.	Regional Meetings	Rooms TBA
3:30 p.m.	Business Meeting	
5:00	Adjourn	

Thursday, August 23, 2007

8:30 a.m.	Agricultural Industry	
10:00 a.m.	Break	
10:15	Exempt vs. Non-Exempt -- Overtime	
11:15	Minimum Wage Enforcement Efforts	
12:00	Lunch	
1:15 p.m.	Legal Entities -- How to Identify Robert Villalovos, DLSE Attorney	

2:00 p.m. Enforcement Efforts in Low Wage Industries-Focusing on Violators
5:00 p.m. Adjourn
6:00 p.m. Reception
7:00 p.m. Officers' Installation Dinner

Friday, August 24, 2007

8:30 a.m. Procedural Review

1 12:00 Adjourn



Minimum Wage Laws in the States - July 24, 2007

**Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM Private Sector Employment
 Under State and Federal Laws
 July 24, 2007 ¹**

Alabama Minimum Wage Rates

ALABAMA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly

No state minimum wage law.

Alaska Minimum Wage Rates

ALASKA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.15	8	40

Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10 hour day, 40 hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.

AMERICAN SAMOA

American Samoa has special minimum wage rates.

Arizona Minimum Wage Rates

ARIZONA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.75		

Rate is increased annually based upon a cost of living formula.

Arkansas Minimum Wage Rates

ARKANSAS

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.25	N/A	40

(Applicable to employers of 4 or more employees)

California Minimum Wage Rates

CALIFORNIA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly

		Daily	Weekly
	\$7.50	8 Over 12 (double time)	40 7th day: First 8 hours (time and half) Over 8 hours (double time)
01/01/2008	\$8.00		

Overtime is due after 8 hours per day or 40 hours per week unless an alternative workweek of no more than 4 days of 10 hours was established prior to 7/1/99.

Premium pay on 7th day not required for employee whose total weekly work hours do not exceed 30 and whose total hours in any one work day thereof do not exceed 6, in specific wage and hour orders.

Colorado Minimum Wage Rates

COLORADO

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.85	12	40

Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.

Connecticut Minimum Wage Rates

CONNECTICUT

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.65		40

In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one half the minimum rate.

The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the rate set in the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State minimum.

Delaware Minimum Wage Rates

DELAWARE

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
01/01/2008	\$6.65 \$7.15		
07/24/2009	\$7.25		

The Delaware minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

District of Columbia Minimum Wage Rates

DISTRICT OF COLUMBIA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.00		40
07/24/2008	\$7.55		

In the District of Columbia, the rate is automatically set at \$1 above the Federal minimum wage rate if the District of Columbia rate is lower.

Florida Minimum Wage Rates

FLORIDA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²
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Daily Weekly

\$6.67

01/01/2008

\$6.79

N/A

Georgia Minimum Wage Rates

GEORGIA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.15		

(Applicable to employers of 6 or more employees)

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act when the Federal rate is greater than the State rate.

Guam Minimum Wage Rates

GUAM

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		40

Hawaii Minimum Wage Rates

HAWAII

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.25		40

An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the State minimum wage and overtime law.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the federal.

Idaho Minimum Wage Rates

IDAHO

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		

Illinois Minimum Wage Rates

ILLINOIS

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.50		40
07/01/2008	\$7.75		
07/01/2009	\$8.00		
07/01/2010	\$8.25		

(Applicable to employers of 4 or more employees, excluding family members)

Indiana Minimum Wage Rates

INDIANA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		40
07/24/2008	\$6.55		
07/24/2009	\$7.25		

(Applicable to employers of 2 or more employees)

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Iowa Minimum Wage Rates

IOWA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.20		
	01/01/2008	\$7.25		

The Iowa minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

Kansas Minimum Wage Rates

KANSAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$2.65		46

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Kentucky Minimum Wage Rates

KENTUCKY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		40 7 th day
	07/01/2008	\$6.55		
	07/01/2009	\$7.25		

The 7th day overtime law, which is separate from the minimum wage law differs in coverage from that in the minimum wage law and requires premium pay on the seventh day for those employees who work seven days in any one workweek.

The state adopts the Federal minimum wage rate by reference if the Federal rate is greater than the State rate.

Compensating time in lieu of overtime is allowed upon written request by an employee of any county, charter county, consolidated local government, or urban-county government, including an employee of a county-elected official.

Louisiana Minimum Wage Rates

LOUISIANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		N/A		N/A

There is no state minimum wage law.

Maine Minimum Wage Rates

MAINE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.75		
	10/01/2007	\$7.00		40
	07/24/2009	\$7.25		

The Maine minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum with the exception that any increase is limited to no more than \$1.00 per hour above the current legislated State rate.

Maryland Minimum Wage Rates

MARYLAND

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.15		
07/24/2008	\$6.55		40
07/24/2009	\$7.25		

The Maryland minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum wage rate.

Massachusetts Minimum Wage Rates

MASSACHUSETTS

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.50		
01/01/2008	\$8.00		40

The Massachusetts minimum wage rate automatically increases to 10 cents above the rate set in the Fair Labor Standards Act if the Federal minimum wage equals or becomes higher than the State minimum.

Michigan Minimum Wage Rates

MICHIGAN

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.15		
07/01/2008	\$7.40		40

(Applicable to employers of 2 or more employees)

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the federal.

Minnesota Minimum Wage Rates

MINNESOTA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.15		48
	\$5.25		48

Large employer (enterprise with annual receipts of \$625,000 or more)

Small employer (enterprise with annual receipts of less than \$625,000)

Mississippi Minimum Wage Rates

MISSISSIPPI

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	N/A		N/A

No state minimum wage law.

Missouri Minimum Wage Rates

MISSOURI

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.50		40

In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual

sales or business done of less than \$500,000.

Premium pay required after 52 hours in seasonal amusement or recreation businesses.

Minimum wage is to be increased or decreased by a cost of living factor starting January 1, 2008 and every January 1 thereafter.

Montana Minimum Wage Rates

MONTANA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State Law		\$6.15		40
<i>Except businesses with gross annual sales of \$110,000 or less</i>		\$4.00		

Minimum wage is subject to a cost of living adjustment done by September 30 of each year and effective on January 1 of the following year.

Nebraska Minimum Wage Rates

NEBRASKA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees)</i>		\$5.85		

Nevada Minimum Wage Rates

NEVADA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
	07/01/2007	\$6.33	8	40

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less than one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than \$250,000.

The basic hourly rate may remain at \$5.30 when the employer offers the employee a qualified health plan.

New Hampshire Minimum Wage Rates

NEW HAMPSHIRE

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
	09/01/2007	\$5.85		40
		\$6.50		

The New Hampshire minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

New Jersey Minimum Wage Rates

NEW JERSEY

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
	07/24/2009	\$7.15		40
		\$7.25		

New Mexico Minimum Wage Rates

NEW MEXICO

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly

01/01/2008	\$5.15	40
01/01/2009	\$6.50	
	\$7.50	

New York Minimum Wage Rates

NEW YORK

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
07/24/2009	\$7.15 \$7.25		40

The New York minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

North Carolina Minimum Wage Rates

NORTH CAROLINA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
07/24/2008	\$6.15		40
07/24/2009	\$6.55		
	\$7.25		

Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

North Dakota Minimum Wage Rates

NORTH DAKOTA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
07/24/2008	\$5.85		40
07/24/2009	\$6.55		
	\$7.25		

Ohio Minimum Wage Rates

OHIO

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
State Law	\$6.85		40

Oklahoma Minimum Wage Rates

OKLAHOMA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		
07/24/2008	\$2.00		
07/24/2009	\$6.55 \$7.25		

Employers of ten or more full time employees at any one location and employers with annual gross sales over \$100,000 irrespective of number of full time employees.

All other employers.

The Oklahoma state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Oregon Minimum Wage Rates

OREGON

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.80		40

Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).

Beginning January 1, 2004, and annually thereafter, the rate will be adjusted for inflation by a calculation using the U.S. City Average Consumer Price Index for All Urban Consumers for All Items. The wage amount established will be rounded to the nearest five cents.

Pennsylvania Minimum Wage Rates

PENNSYLVANIA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.25		40
July 2008	\$7.15		
July 2009	\$7.25		

Puerto Rico Minimum Wage Rates

PUERTO RICO

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$3.61 to \$5.15	8 <i>And on statutory rest day (double time)</i>	40 <i>(double time)</i>

Employers covered by the Federal Fair Labor Standards Act (FLSA) are subject only to the Federal minimum wage and all applicable regulations. Employers not covered by the FLSA will be subject to a minimum wage that is at least 70 percent of the Federal minimum wage or the applicable mandatory decree rate, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70 percent rate would substantially curtail employment in that business.

Rhode Island Minimum Wage Rates

RHODE ISLAND

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.40		40

Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses is required under two laws that are separate from the minimum wage law.

South Carolina Minimum Wage Rates

SOUTH CAROLINA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	N/A		N/A

No state minimum wage law.

South Dakota Minimum Wage Rates

SOUTH DAKOTA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		
07/24/2008	\$6.55		
07/24/2009	\$7.25		

Tennessee Minimum Wage Rates

TENNESSEE

No state minimum wage law.

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	N/A		N/A

Texas Minimum Wage Rates

TEXAS

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		
07/24/2008	\$6.55		
07/24/2009	\$7.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

The Texas State minimum wage law does not contain current dollar minimums. Instead the State adopts the Federal minimum wage rate by reference.

Utah Minimum Wage Rates

UTAH

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		

The Utah state minimum wage law does not contain current dollar minimums. Instead the state law authorizes the adoption of the Federal minimum wage rate via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Vermont Minimum Wage Rates

VERMONT

(Applicable to employers of two or more employees)

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.53		40

The State overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the Federal (FLSA) overtime provision does not apply.

The Vermont minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

Beginning January 1, 2007, and on each subsequent January 1, the minimum wage rate shall be increased by five percent or the percentage increase of the Consumer Price Index, or city average, not seasonally adjusted.

Virginia Minimum Wage Rates

VIRGINIA

(Applicable to employers of 4 or more employees)

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		
07/24/2008	\$6.55		
07/24/2009	\$7.25		

The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Virgin Islands Minimum Wage Rates

VIRGIN ISLANDS

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State law		\$6.15	8	40 On 6th and 7th consecutive days.
<i>Except businesses with gross annual receipts of less than \$150,000.</i>		\$4.30		

In practice, the Virgin Islands adopts the Federal \$5.15 per hour rate.

Washington Minimum Wage Rates

WASHINGTON

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.93		40

Premium pay not applicable to employees who request compensating time off in lieu of premium pay.

Beginning January 1, 2001, and annually thereafter, the rate will be adjusted for inflation by a calculation using the consumer price index for urban wage earners and clerical workers for the prior year.

West Virginia Minimum Wage Rates

WEST VIRGINIA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 6 or more employees at one location)</i>	07/01/2008	\$6.55 \$7.25		40

Wisconsin Minimum Wage Rates

WISCONSIN

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.50		40

Wyoming Minimum Wage Rates

WYOMING

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		

Like the Federal wage and hour law, State law often exempts particular occupations or industries from the minimum labor standard generally applied to covered employment. Particular exemptions are not identified in this table. Users are encouraged to consult the laws of particular States in determining whether the State's minimum wage applies to a particular employment. This information often may be found at the websites maintained by State labor departments. Links to these websites are available at www.dol.gov/esa/contacts/state_of.htm.

The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.



U.S. Department of Labor
Employment Standards Administration Wage and Hour
Division



www.dol.gov/esa

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Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2007

Printer Friendly Version

Table of Selected State Child Labor Standards for Children Under 18 in Non-farm Employment

State or other jurisdiction	Maximum daily and weekly hours and days per week for minors of age: ^a		Nightwork prohibited for minors of age: ^a	
	Under 16	16 and 17	Under 16	16 and 17
Federal (FLSA)	8-40 non-school day period. School day/week: 3-18 ^b		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Alabama	8-40-6 School day/week: 3-18		7 p.m. (9 p.m. during summer vacation) to 7 a.m.	10 p.m. before school day to 5 a.m., if enrolled in school (to age 19)
Alaska	6-day week School day/week: 9 ^c - 23	6-day week	9 p.m. to 5 a.m.	
Arizona	8-40 School day/week: 3-18		9:30 p.m. (11 p.m. before non-school day) to 6 a.m. 7 p.m. to 6 a.m. in door-to-door sales or deliveries	
Arkansas	8-48-6	10-54-6	7 p.m. (9 p.m. before non-school day) to 6 a.m.	11 p.m. to 6 a.m. before school day
California	8-40-6 School day/week: 3-18	8-48-6 School day-week: 4-28 ^d except 8 before non-school day	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10 p.m. (12:30 a.m. before non-school day) to 5 a.m.
Colorado	8-40 School day: 6	8-40	9:30 p.m. to 5 a.m. before school day	
Connecticut	8-40-6 in mercantile during periods of school vacation of 5 days or more	Enrolled in and not graduated from a secondary institution. 8-48-6, non-school weeks. School day/week: 6 (8 on Friday, Saturday and Sunday) - 32 in restaurant, recreational, amusement, theater, manufacturing, mechanical, retail, hairdressing, bowling alley, pool hall, or photography gallery establishments.	7 p.m. (9 p.m. July 1 to the first Monday in September) to 7 a.m.	11 p.m. (midnight if school vacation, not prior to a school day, or not attending school) to 6 a.m. in restaurants, recreational, amusement and theater establishments. 10 p.m. (11 p.m. if school vacation, not prior to a school day, or not

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		Not enrolled in and not graduated from a secondary institution. 8-48-6 in retail/mercantile establishments.		9-48-6 in restaurant, manufacturing, mechanical, recreation, amusement and theater establishments		attending school; midnight in a supermarket of 3,500 square feet or more when no school the next day) to 6 a.m. in manufacturing, mechanical and retail establishments. 10 p.m. to 6 a.m. in hairdressing, bowling alley, pool hall, or photography gallery establishments.
Delaware	8-40-6 Schoolday/week: 4-18 ^c	12 ^c	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	8 hours of non-work, non-school time required in each 24-hour day.		
Florida	8-40-6 Schoolday: 3 when followed by schoolday, except if enrolled in vocational program Schoolday: 15	8-30-6 during schoolyear	7 p.m. before schoolday to 7 a.m. on schoolday (9 p.m. during holidays and summer vacations to 7 a.m.)	11 p.m. to 6:30 a.m., before schoolday.		
Georgia	8-40 Schoolday: 4		9 p.m. to 6 a.m.			
Hawaii	8-40-6 Schoolday: 10 ^c		7 p.m. to 7 a.m. (9 p.m. to 6 a.m. June 1 through day before Labor Day).			
Idaho	9-54		9 p.m. to 6 a.m.			
Illinois	8-48-6 Schoolday/week: 3 [8] ¹ - 24		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. ^f			
Indiana	8-40 Schoolday/week: 3-18	8-30 during schoolweek (40 with written parental permission)-6, except if not enrolled in school. 9-30 (48 with written parental permission) during non-school weeks. Applies only to minors enrolled in school	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10 p.m. (midnight before non-schoolday with written parental permission) to 6 a.m., minors of 16 enrolled in school; 10 p.m. to 6 a.m. before schoolday, minors of 17 (11:30 p.m. with written parental permission or 1 a.m. with written parental permission up to 2 non-consecutive nights per week).		
Iowa	8-40 Schoolday/week: 4-28		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.			
Kansas	8-40		10 p.m. before schoolday to 7 a.m.			
Kentucky	8-40 Schoolday/week: 3 (8 on nonschooldays) -18	6 (8 Saturday and Sunday) 30, if attending school (40 with parental permission and at least a 2.0 school grade point average)	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	10:30 p.m. (1 a.m. Friday and Saturday) to 6 a.m. when school in session.		
Louisiana	8-40-6 Schoolday/week: 3-18		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	Non-graduate 16 year old (11 p.m. - 5 a.m. prior to start of school day) Non-graduate 17 year old (12a.m.-		

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				Non-graduate (7 p.m.-7 a.m. on any school day, 9 p.m.-7 a.m. on any non-school day)	5 a.m.) prior to start of any school day.
Maine	8-40-6 Schoolday/week: 3-18 ⁹ if enrolled in school.	10-50-6 consecutive days if enrolled in school; schoolday/week: 4-20 except 8 before non-schoolday, last scheduled day of school week, on a day on which school is closed. (28 hours in a week with multiple days of school closure) ⁹	7 p.m. (9 p.m. during summer vacation) to 7 a.m., if enrolled in school.	10 p.m. (12 a.m. before non-schoolday) to 7 a.m. if enrolled in school; 5 a.m. before non-schoolday.	
Maryland	8-40 Schoolday/week: 4-23, ^d	12 ^c	8 p.m. (9 p.m. Memorial Day through Labor Day) to 7 a.m.	8 consecutive hours of non-work, non-schoolday time required in each 24-hour day.	
Massachusetts	8-48-6	9-48-6	7 p.m. (9 p.m. July 1 through Labor Day) to 6:30 a.m.	10 p.m. (midnight in restaurants and at race tracks on Friday, Saturday, and vacation) to 6 a.m.	
Michigan	10-48-6 Schoolweek: 48 ^c	10-48-6 Schoolweek: 48 ^c	9 p.m. to 7 a.m.	10:30 p.m. (11:30 p.m. on Fridays, Saturdays and during school vacations) to 6 a.m., if attending school; 11:30 p.m. to 6 a.m., if not attending school.	
Minnesota	8-40		9 p.m. to 7 a.m.	11 p.m. to 5 a.m. before schoolday (11:30 p.m. to 4:30 a.m. with written parental permission).	
Mississippi	8-44 in factory, mill, cannery or workshop.		7 p.m. to 6 a.m. in factory, mill, cannery or workshop.		
Missouri	8-40-6 Schoolday: 3		7 p.m. (9 p.m. June 1 through Labor Day 10:30 p.m. at regional Fairs or expositions) to 7 a.m.		
Montana	8-40 Schoolday/week: 3-18 ^b		7 p.m. (9 p.m. during periods outside the school year (June 1 through Labor Day, depending on local standards)) to 7 a.m.		
Nebraska	8-48		8 p.m. to 6 a.m., under 14; 10 p.m. (beyond 10 p.m. before non-schoolday with special permit) to 6 a.m., 14 and 15.		
Nevada	8-48		----		
New Hampshire	8 on non-schoolday, 48-hour week during vacation, if enrolled in school. Schoolday/week: 3-23 if enrolled in school.	48-hour week, 6-day week, during vacation, if enrolled in school; 30-hour week, 6-day week, if enrolled in school.	9 p.m. to 7 a.m.		

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New Jersey	8-40-6 Schoolday/week: 3-18	8-40-6	7 p.m. (9 p.m. during summer vacation with parental permission) to 7 a.m.	11 p.m. to 6 a.m. during school term, with specified variations
New Mexico	8-44 (48 in special cases), under 14		9 p.m. to 7 a.m., under 14	
New York	8-40-6 Schoolday/week: 3-18 ^b	8-48-6 Schoolday/week: 4 before schoolday, 8 Friday, Saturday, Sunday or holiday-28, if enrolled in school.	7 p.m. (9 p.m. June 21 through Labor Day) to 7 a.m.	10 p.m. (midnight before schooldays with written permission from both parent and school and before non-schoolday with written parental consent) to 6 a.m., while school is in session. Midnight to 6 a.m. while school is not in session.
North Carolina	8-40 Schoolday/week: 18 ^a		7 p.m. (9 p.m. during summer vacation) to 7 a.m.	11 p.m. to 5 a.m. before schoolday while school is in session. Not applicable with written permission from both parent and school.
North Dakota	8-40-6 Schoolday/week: 3-18 if not exempted from school attendance.	8-48-6	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Ohio	8-40 Schoolday/week: 3-18		7 p.m. (9 p.m. June 1 to Sept. 1 and during school holidays of 5 schooldays or more) to 7 a.m., 7 p.m. to 7 a.m. in door-to-door sales.	11 p.m. before schoolday to 7 a.m. on schoolday (6 a.m. if not employed after 8 p.m. previous night) if required to attend school, 8 p.m. to 7 a.m. in door-to-door sales.
Oklahoma	8-40 Schoolday/week: 3-18 8 hours on schooldays before non-schooldays if employer not covered by FLSA		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. 9 p.m. before non-schooldays if employer not covered by FLSA	
Oregon	8-40 Schoolday/week: 3-18 ^b	44-hour week (emergency overtime with permit)	7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
Pennsylvania	8-44-6 Schoolday/week: 4 (8 on non-schoolday) - 18	8-44-6 28 in schoolday, if enrolled in regular day school	7 p.m. (10 p.m. during vacation from June to Labor Day) to 7 a.m.	12 p.m. (1 a.m. before non-schoolday) to 6 a.m., if enrolled in regular day school.
Rhode Island	8-40	9-48, during school year	7 p.m. (9 p.m. during school vacation) to 6 a.m.	11:30 p.m. (1:30 a.m. before non-schoolday) to 6 a.m., if regularly attending school.
South Carolina	8-40 Schoolday/week: 3-18		7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m.	
South Dakota	8-40 Schoolday/week: 4-20		After 10 p.m. before schoolday	
Tennessee	8-40 Schoolday/week: 3-18		7 p.m. to 7 a.m. (9 p.m. to 6 a.m. before non-schooldays)	10 p.m. to 6 a.m. (Sunday - Thursday before schooldays) (midnight with parental permission

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				up to 3 nights a week)
Texas	8-48		10 p.m. (midnight before non-school day or in summer if not enrolled in summer school) to 5 a.m.	
Utah	8-40 School day: 4		9:30 p.m. to 5 a.m. before school day.	
Vermont	8-40-6, non-school day period. School day/week: 3-18		7 p.m. (9 p.m., June 1 through Labor Day) to 7 a.m.	
Virginia	8-40, non-school period. School day/week: 3-18		7 p.m. (9 p.m., June 1 through Labor Day) to 7 a.m.	
Washington	8-40-6 School day/week: 3 (8 Friday, Saturday and Sunday) - 16	8-48-6 School day/week: 4 (8 Friday, Saturday and Sunday) - 20. 6-28 with special variance agreed to by parent, employer, student and school	7 p.m. (9 p.m., Friday and Saturday when school is not in session) to 7 a.m.	10 p.m. Sunday - Thursday (midnight Friday and Saturday and when school is not in session) to 7 a.m. (5 a.m. when school is not in session). 9 p.m. to 7 a.m. in door-to-door sales.
West Virginia	8-40 non-school day period. School day/week: 3-18 ^b		7 p.m. (9 p.m., June 1 through Labor Day) to 7 a.m.	
Wisconsin	8-40-6 School day/week: 4 (8 last school day of week and non-school day) - 18 ^d	0-50-6 School day/week: 5 (8 last school day of week and non-school day) - 26 ^e	8 p.m. (11 p.m. before non-school day) to 7 a.m.	11 p.m. (12:30 a.m. before non-school day) to 7 a.m. (5 a.m. on non-school day during school week. ^h
Wyoming	8-56		10 p.m. (midnight before non-school day and for minors not enrolled in school) to 5 a.m.	Midnight to 5 a.m., female
District of Columbia	8-48-6	8-48-6	7 p.m. (9 p.m., June 1 through Labor Day) to 7 a.m.	10 p.m. to 6 a.m.
Guam	8-40-6 School day: 9 ^c	8-40-6 School day: 9 ^c	10 p.m. (midnight on non-school nights) to 6 a.m.	10 p.m. (midnight on non-school nights) to 6 a.m.
Puerto Rico	8-40-6 School day: 8 ^c	8-40-6	6 p.m. to 8 a.m.	10 p.m. to 6 a.m.

^a State hours limitations on a school day and in a school week usually apply only to those enrolled in school. Several states exempt high school graduates from the hours and/or night work or other provisions, or have less restrictive provisions for minors participating in various school-work programs. Separate night work standards in messenger service and street trades are common, but are not displayed in table. Some states have exceptions or special conditions for minors engaged in specific employments, such as street trades, recreation and entertainment, and jobs in establishments offering alcoholic beverages for sale.

^b Students of 14 and 15 enrolled in approved Work Experience and Career Exploration programs may work during school hours up to 3 hours on a school day and 23 hours in a school week.

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^c Combined hours of work and school.

^d More hours are permitted when school is in session less than 5 days.

^e Illinois. Eight hours are permitted on both Saturday and Sunday if minor does not work outside school hours more than 6 consecutive days in a week and total hours worked outside school does not exceed 24.

^f Illinois. Minors age 14 or older, employed in recreational or educational activities by a park district or municipal parks and recreation department may work up to 3 hours per school day twice a week until 9 p.m., while school is in session, if the number of hours worked does not exceed 24 a week. Work is permitted until 10 p.m. during summer vacation.


^g Maine. Minors under age 18 enrolled in school may work up to 50 hours during any week that school is in session less than 3 days or during the first or last week of the school calendar, regardless of how many days school is in session for the week.

^h Wisconsin has no limit during non-school week on daily hours or nightwork for 16- and 17-year-olds. However, they must be paid time and one-half for work in excess of 10 hours per day or 40 hours per week, which ever is greater. Also, 8 hours rest is required between end of work and start of work the next day, and any work between 12:30 a.m. and 5 a.m. must be directly supervised by an adult.

Prepared By:

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U.S. Department of Labor.**

This document was last revised in December 2006; unless otherwise stated, the information reflects requirements that were in effect, or would take effect, as of January 1, 2007.

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