

Michigan Legislature Amends Youth Employment Standards Act

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Rapid Report

With the holiday retail hiring season just around the corner, employers certainly don't want to land on the state's "naughty list" by failing to comply with recent changes to the Michigan Youth Employment Standards Act.

Effective Oct. 18, 2011, minors who are 16 years of age or older, and who are students, cannot work more than 24 hours in a week when school is in session. Previously, such minors were limited to a *combined* school/workweek of not more than 48 hours.

The Youth Employment Standards Act contains numerous other limits on the employment of minors, including:

- Not working more than six days in a week
- Not working more than an average of eight hours per day during a week
- Not working more than 10 hours in any one day
- Not working more than 48 hours in a week (when school is not in session)
- Not working between the hours of 10:30 p.m. and 6 a.m. (except on Fridays and Saturdays, school vacation periods, or when the minor is not regularly enrolled in school, then the minor can work until 11:30 p.m.)
- There are different rules for minors employed in farming operations.

It is always a good idea to periodically review these and other employment issues with front-line managers to make certain your business is in full compliance with the Youth Employment Standards Act and all other state and federal employment laws and regulations.

If you have questions concerning the employment of youths, you should consult with the author or any Plunkett Cooney employment attorney.

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