

LEGAL UPDATE

NEW JERSEY

New Jersey Temporarily Expands Summer Working Hours for Minors

On July 1, 2021, New Jersey temporarily expanded summer working hours for minors **between 16 and 18 years of age**. The expansion allows these minors to work **up to 50 hours per week** between the last day of a minor's school year and Labor Day with written permission from a parent or legal guardian. The expansion **expires on Sept. 6, 2021**.

Employment Certificates

All minors under the age of 18 who work in New Jersey must have an employment certificate, also known as "working papers," or a special permit (for agriculture, newspaper carrier or theatrical employment).

Permitted Work

At 16 years of age, minors may engage in the following work (some exceptions may apply for specific assignments):

- Factory machine operators *
- Power lawn mower operators
- Power tool operators *
- Tractor operators
- Machinery operators *
- Mechanic jobs
- Any jobs allowed for 12- and 14-year-olds, and most other jobs.

Rate of Pay

Certain places such as nursing homes, boardwalk and seasonal amusements, summer camps, professional offices and libraries are not required to pay minimum wage. However, jobs related to food service in any of those places must pay the minimum wage. Employers can review the information published by the [New Jersey Department of Labor and Workforce Development](#) for more information.

Hours of Work (ages 16 to 18)

Traditionally, during non-school weeks, minors between 16 and 18 years of age cannot work:

- More than 40 hours per week;
- More than eight hours per day;
- More than six consecutive days in a pay week; and
- Before 6 a.m. or after 11 p.m. (or after 3 a.m. in restaurant and seasonal amusements with written permission from a parent).

Minors between 16 and 18 years of age will be allowed to work up to 50 hours per week between their last day of school and Labor Day.

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