Work Permits are required for all workers younger than 18.

Permits can be obtained:
• Online at www.nclabor.com (online preferred)
• Local DSS office (travel required)

Pay Requirements
• Minimum wage rate is $7.25.
• Full-time students/learners may be paid $6.50 per hour.
• All wages must be paid on the regularly scheduled payday.
• Employees who work more than 40 hours in a workweek must be paid overtime.
• Overtime can be paid after 45 hours in a given workweek for businesses that meet “seasonal amusement or recreational” requirements.

Employer Promised Benefits
• Benefits such as vacation, sick leave, bonuses or holiday pay are not required by law.
• If such benefits are offered by your employer, these promises must be in writing and paid in accordance with the written promise.
• Employees must be given an itemized statement of deductions from pay each pay period.
• Written authorization is required for all deductions from pay not required by law.

Records
• It is a good idea to keep a record of days and hours of work should questions arise regarding pay.

Allowable Work Hours and Work Restrictions

• 14- and 15-year-olds
  When school is in session
  - Between 7 a.m. and 7 p.m.
  - No more than 3 hours per day on school days
  - No more than 8 hours per day on nonschool days
  - No more than 18 hours per week during school week
  Between June 1 and Labor Day
  - Between 7 a.m. and 9 p.m.
  - No more than 40 hours per week
• 14- and 15-year-olds may work in most office jobs, retail and food service establishments.
• 14- and 15-year-olds may not work in processing, mining or in any workplace where goods are manufactured.

• 14- and 15-year-olds may only work on the outside grounds where the employer has an on-premise ABC permit.
• 16- and 17-year-olds
  - Hours not generally limited; however,
  - Parental and principal permissions are required for work between 11 p.m. and 5 a.m. when there is school the next day.
• 16-and 17-year-olds may not work in any occupation declared to be “hazardous.”
• No youth younger than 18 may work in any occupation declared to be “detrimental.”

More detailed information:
www.dol.gov/whd/regs/compliance/childlabor101_text.htm

N.C. Department of Labor
Wage and Hour Bureau
1-800-625-2267
www.nclabor.com

Cherie Berry, Commissioner of Labor

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