



THE COMMONWEALTH OF MASSACHUSETTS OFFICE OF THE ATTORNEY GENERAL

ANDREA JOY CAMPBELL
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(617) 727-2200
www.mass.gov/ago

CHILD LABOR LAWS

Many teens work because they want to earn money; many work to contribute to family income. Together, we can support our teens to make a safe, informed and successful transition into the working world.

The Massachusetts Child Labor Laws exist to protect minors from exploitation and to make sure their education is a top priority. Under the law, there are limits to when teens can work and the type of work they can do.

Any teen could be a victim of child labor violations, but some may be particularly vulnerable to exploitation. By educating yourself about child labor, immigrant workers' rights, and human trafficking laws, you may be in a position to help protect the young people you serve from exploitation in the workforce.

Massachusetts child labor laws:

- prohibit minors younger than 14 from working (with few exceptions),
 - limit the number the hours minors can work,
 - limit the kinds of jobs that minors can do,
 - contain supervision requirements, and
 - require employers to have Youth Employment Permits (work permits) on file for all workers under 18. Permits are issued by school superintendents.
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- The child labor statutes contain different rules for 14/15-year-olds and 16/17-year-olds.
 - All of the wage and hour laws that cover adults also apply to minors (for example: minimum wage, overtime, earned sick time, meal breaks, etc.)
 - There are exceptions/differences for students enrolled in a [Chapter 74 Vocational Technical Cooperative Education program](#).

The Massachusetts Attorney General's Fair Labor Division enforces the child labor laws. We can take criminal and civil enforcement actions against people who violate these laws.

For more information, visit: www.mass.gov/ago/youthemployment

IMMIGRANT WORKERS HAVE RIGHTS

All workers, irrespective of immigration status, are protected by labor and employment laws. Workplace protections include:

- The right to be paid a legal rate of pay, in full and on time, including minimum wage and overtime
- The right to be free from sexual harassment and other forms of discrimination on the job
- The right to a safe and healthy workplace
- The right to organize
- The right to be classified properly as an employee

In practice, this means that at the Massachusetts Attorney General's Office:

- We serve all workers, irrespective of immigration status
- We do not inquire about an individual's immigration status
- We do not provide personal information of workers to U.S. Immigration and Customs Enforcement (ICE) (unless required by subpoena or judicial warrant)
- We do not tolerate retaliation against workers who lodge complaints with the Attorney General's Office or otherwise assert their legal rights
- We assist eligible workers whose rights have been violated in seeking protection from immigration enforcement by supporting workers requests for deferred action, and/or U or T visa certification

For more information, visit: <https://www.mass.gov/lists/workplace-rights-publications#advisories->

LABOR TRAFFICKING

Labor trafficking or forced services happens when someone uses threats and/or harm (including financial harm), to force someone to perform work. This is a crime in Massachusetts. Anyone who forces another person to work in this way, or benefits as a result of the work, could face imprisonment and fines. Businesses that commit labor trafficking can be fined up to one million dollars.

These are potential signs of labor trafficking. One or several of these red flags may be present in a forced services situation:

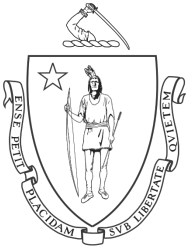
- Unpaid or paid very little
- Excessive wage deductions
- Works excessively long hours
- Not allowed breaks
- Unable to identify the employer
- High security measures (e.g. boarded up windows, barbed wire, security cameras)
- Recruited through false promises
- Inadequate protective clothing or gear
- Poor or non-existent health and safety standards
- Experiences threats or intimidation by employer
- Not free to come and go as desired
- Not in control of their own money
- Not in control of their own identification documents
- Not allowed or able to speak for themselves (a third party may insist on being present and/or translating)
- Owes a large debt and is unable to pay it off
- Imposed place of accommodation
- Lives with employer
- Lives with multiple people in cramped space
- Poor living conditions

For more information, visit: www.mass.gov/ago/lt

For information, questions, or to report a concern about exploitation of young workers please call the Fair Labor Division Hotline 617-727-3465, or email labortrafficking@mass.gov.

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Dear Parent/Guardian:

As the summer jobs season approaches, we at the Attorney General's Office and your superintendent's office want to make sure that students and their parents and guardians are aware of the laws that are designed to protect young workers.

The Attorney General's Office enforces laws relating to the employment of workers under 18 and the payment of wages, including, but not limited to, the following:

- **Minimum wage.** The minimum wage in Massachusetts is \$15.00 an hour.
- **Minors younger than 14 may not work.** There are few exceptions to this prohibition, including babysitting, working as a news carrier, agricultural work or working in entertainment (with a special waiver).
- **Work permits.** Workers under 18 need a new work permit for every job. The application for a work permit must be filled out by the parent/guardian, child and employer and then submitted to the school district where the child lives or attends school. Minors who are 14 or 15 also need a physician's signature on the work permit. For more information about work permits and to download an application, visit www.mass.gov/dols/youth.
- **Hazardous Jobs.** Teens under 18 years of age may not do certain kinds of dangerous work. For a list of prohibited jobs, please visit the Attorney General's website (www.mass.gov/ago/youthemployment).
- **Supervision.** After 8:00 pm, all workers under 18 must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonable accessible to the minor, unless the minor works at a kiosk/cart/stand in the common area of an enclosed shopping mall with on-duty security.
- **Legal Work Hours.** Massachusetts law controls how early and how late minors may work and how many hours they may work. These laws are based on the minor's age. For more detailed information, please visit www.mass.gov/ago/youthemployment.
- **Immigration Status.** These protections apply to all workers, regardless of immigration status, including undocumented workers.

Reviewing this information with your child is the first step toward ensuring a safe work experience. If you are concerned about a possible violation of these laws, please file a complaint at www.mass.gov/ago/fld, or contact the Attorney General's Fair Labor Division at (617) 727-3465. Materials with information about the child labor laws can be found in multiple languages on our [website](http://www.mass.gov/ago/youthemployment).

Together, we can help our teens make a safe, informed, and successful transition into the working world.

Sincerely,

Andrea Joy Campbell
Attorney General



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Caro(a) Pai/Mãe/Guardião(o):

Conforme a temporada de empregos de verão se aproxima, nós do Escritório da Procuradoria-Geral e do escritório da superintendência queremos garantir que estudantes, pais e responsáveis estejam cientes das leis designadas para proteger jovens trabalhadores.

O Escritório da Procuradoria-Geral garante a proteção das leis relativas à contratação de trabalhadores menores de 18 anos e ao pagamento de salários, incluindo, mas não se limitando ao seguinte:

- **Salário mínimo.** O salário mínimo de Massachusetts é de U\$15.00 por hora.
- **Menores de 14 anos não podem trabalhar.** Há algumas exceções, tais como trabalhar como babá, com entrega de jornais, trabalho em fazenda, ou de entretenimento (com uma dispensa especial).
- **Autorização de trabalho.** Menores de 18 anos precisam de uma nova autorização de trabalho para cada emprego. A requisição da autorização de trabalho precisa ser preenchida por um dos pais ou guardião legal, pelo menor e pelo empregador, e depois enviada ao distrito escolar onde o menor reside ou frequenta a escola. Menores com 14 ou 15 anos também precisam da assinatura de um médico em sua autorização de trabalho. Para maiores informações e para baixar o formulário de requisição da autorização, visite www.mass.gov/dols/youth.
- **Trabalhos perigosos.** Menores de 18 anos não podem realizar certos tipos de trabalhos perigosos. Para obter uma lista de trabalhos proibidos, por favor, visite a página da Procuradoria-Geral, www.mass.gov/ago/youthemployment.
- **Supervisão.** Após as 20h00, todos os empregados menores de 18 anos devem ter supervisão direta e imediata por um adulto presente e acessível no local de trabalho, a menos que o/a menor trabalhe em um quiosque, estande ou barraca na área comum de um shopping center que tenha um segurança a postos.
- **Horário de Trabalho Legalizado para Menores.** A legislação de Massachusetts controla o início, o término e o total de horas trabalhadas por expediente do menor. Essas leis são baseadas na idade do menor. Para informações mais detalhadas, por favor visite: www.mass.gov/ago/youthemployment.
- **Status de imigração.** Essas proteções se aplicam a todos os trabalhadores, independentemente do status de imigração, incluindo trabalhadores indocumentados.

Revisar essas informações com seus filhos é o primeiro passo para garantir uma experiência de trabalho segura. Se você tiver conhecimento de uma possível violação destas leis, você pode fazer uma reclamação pela página www.mass.gov/ago/youthemployment ou contatando a Divisão de Trabalho Justo da Procuradoria-Geral pelo telefone (617) 727-3465. Materiais com informações sobre as leis de trabalho infantil podem ser encontrados em vários idiomas em [nosso site](#).

Juntos, podemos ajudar nossos adolescentes a fazer uma transição segura, com informações necessárias e bem-sucedida ao mundo do trabalho.

Atenciosamente,

Andrea Joy Campbell
Attorney General



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Estimado padre o guardián:

Teniendo en cuenta que se acerca la temporada de empleos de verano, la Oficina de la Fiscal General y el superintendente de su escuela quieren asegurarse de que los alumnos y sus padres o guardianes conozcan las leyes diseñadas para proteger a los trabajadores jóvenes.

La Fiscal General se encarga del cumplimiento de las leyes relacionadas con el empleo de trabajadores menores de 18 años y el pago de salarios, incluidas las siguientes

- **Salario mínimo.** El salario mínimo en Massachusetts es de \$15.00 por hora.
- **Los menores de 14 años no pueden trabajar.** Hay algunas excepciones, como el cuidado de niños, el reparto de periódicos, el trabajo en granjas o el trabajo en entretenimiento (con una exención especial).
- **Permisos de trabajo.** Los trabajadores menores de 18 años necesitan un permiso de trabajo nuevo para cada empleo. La solicitud de un permiso de trabajo debe ser completada por usted, su hijo/a y el empleador, y después entregada al distrito escolar donde su hijo/a vive o asiste a la escuela. Los menores que tengan 14 y 15 años también necesitan la firma de un médico en el permiso. Para obtener más información acerca de los permisos de trabajo y para descargar una solicitud, ingrese en: www.mass.gov/dols/youth.
- **Empleos peligrosos.** Los adolescentes menores de 18 años no pueden realizar ciertos tipos de trabajos peligrosos. Para ver una lista de empleos prohibidos visite el sitio web de la Fiscal General www.mass.gov/ago/youthemployment.
- **Supervisión.** Después de las 8:00 p.m., todos los trabajadores menores de 18 años deberán contar con la supervisión directa e inmediata de un adulto supervisor que se encuentre en el lugar de trabajo y a disposición del menor, salvo que el menor trabaje en un quiosco, carrito o puesto en el área común de un centro comercial que tenga guarda de seguridad.
- **Horas de trabajo legales para los menores.** Las leyes de Massachusetts controlan cuán temprano y cuán tarde pueden trabajar los menores y cuántas horas pueden trabajar. Estas leyes se basan en la edad del menor. Para obtener más información, visite el sitio web de la Fiscal General: www.mass.gov/ago/youthemployment.
- **Situación de inmigración.** Estas protecciones se aplican a todos los trabajadores, independientemente de su condición migratorio, incluidos los trabajadores indocumentados.

Revisar esta información con su hijo es el primer paso para garantizar una experiencia de trabajo segura. Si le preocupa una posible violación de estas leyes, presente una queja en www.mass.gov/ago/robodesalarios o comuníquese con la División de Trabajo Justo de la Procuraduría General al (617) 727-3465. Juntos, podemos ayudar a nuestros adolescentes a hacer una transición segura, informada y exitosa al mundo laboral. En nuestro [sitio web](#) se pueden encontrar materiales con información sobre las leyes de trabajo infantil en varios idiomas.

Cordialmente,

Andrea Joy Campbell
Fiscal General