



SAFETY DIRECTOR BULLETIN



NEW JERSEY CHILD LABOR LAWS

The [Child Labor Law](#) protects minors under 18 years by limiting the number of hours they can work and imposing restrictions on the types of work they can perform. Among other requirements, the law stipulates that minors:

- Must have an employment certificate, also known as 'working papers'.
- Must be given a 30-minute meal break after six (6) continuous hours of work. Breaks of less than 30 minutes do not count as an interruption of continuous work.
- May not work more than six (6) consecutive days in a week.
- Under 16 may not work more than 40 hours/week and 8 hours/day, with some exceptions for agricultural work.
- Under 16 may only work outside of scheduled school hours during the school year. Workers 16 and up may work up to 50 hours in one week and up to 10 hours a day between the last day of school and Labor Day.

New Jersey permits the following (not all-inclusive) [tasks](#) for minors of the following ages:

At Age 12 Years:

- Farming, gardening, and nursery work
- Theatrical productions (no minimum age)
- Volunteer at a household waste municipal recycling center under the direct supervision of an adult

At Age 14 Years: (in addition to those listed for 12-year-olds)

- Clerical and office jobs in retail, service, and professional establishments
- Restaurant and soda fountain jobs
- Supermarket and food store jobs
- Standard office and domestic machine operators
- Library attendants
- Counselors at camps, beach attendants, lifeguards, golf caddies, and bowling pin setters

At Age 16 Years: (in addition to those listed for 14-year-olds)

- Powered lawn mower and tractor operators
- Mechanics
- Factory, machinery, and power tools operators, not specifically prohibited below

The following (not all-inclusive) list of items are not permitted for workers under 18 years old:

Prohibited Products:

- Explosives
- Highly flammable substances
- Carcinogens
- Corrosive materials
- Toxic or hazardous substances
- Injurious quantities of toxic or noxious dusts, gases, vapors, or fumes

Prohibited Machinery:

- Power-driven woodworking machinery
- Grinding, abrasive, polishing, or buffing machines
- Guillotine-action cutting machines

Prohibited Machinery:

- Power-driven woodworking or metal-working machinery
- Grinding, abrasive, polishing, or buffing machines
- Guillotine-action cutting machines or shears
- Circular saws and band saws
- Dough mixers, powered meat slicers, or grinding machines
- Compactors

Prohibited Activities:

- Oiling, wiping, or cleaning machinery while in motion
- Construction and demolition work
- Transportation of payrolls off employer's premises

Employers of young workers direct specific questions to the New Jersey Department of Labor and Workforce Development at 609.292.2305.