



MAURA HEALEY
ATTORNEY GENERAL

THE COMMONWEALTH OF MASSACHUSETTS
OFFICE OF THE ATTORNEY GENERAL
ONE ASHBURTON PLACE
BOSTON, MASSACHUSETTS 02108

(617) 727-2200
(617) 727-4765 TTY
www.mass.gov/ago

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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 on the job.

The Attorney General's Office enforces laws relating to the employment of workers under 18 and the payment of wages, including the following laws. Reviewing this information with your child is the first step toward ensuring a safe work experience.

- **Minimum wage.** The minimum wage in Massachusetts is \$10.00 an hour. The minimum wage will be \$11.00 an hour starting January 1, 2017.
- **Minors younger than 14 may not work.** There are a few exceptions, such as babysitting, working as a news carrier, working on farms, or working in entertainment (with a special permit).
- **Work permits.** Workers under 18 need a new work permit for every job. The application for a work permit must be filled out by you as the parent or guardian, your child, and employer and submitted to the school district where your child lives or attends school. Minors who are 14 or 15 also need a physician's signature. 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 for minors 14-15 and 16-17 years old, please visit the Attorney General's website at www.mass.gov/ago/youthemployment.
- **Supervision.** After 8:00 p.m., all workers under 18 must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is reasonably accessible to the minor, unless the minor works at a kiosk, cart or stand in the common area of an enclosed shopping mall that has security from 8:00 p.m. until the mall is closed to the public.
- **Legal Work Hours for Minors.** Massachusetts law controls how early and how late minors may work and how many hours they may work, based on their age. To determine the legal work hours for your student, please visit the Attorney General's website at www.mass.gov/ago/youthemployment.

If you are concerned about a possible violation of these laws, you may file a complaint at www.mass.gov/ago/youthemployment or contact the Attorney General's Fair Labor Division at (617) 727-3465.

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

Sincerely,



Maura Healey