

**For further information contact:**

Delaware Department of Labor  
Division of Industrial Affairs  
Office of Labor Law Enforcement

4425 North Market Street  
Wilmington, DE 19802  
(302) 761-8200

655 South Bay Road, Ste. 2H  
Dover, DE 19901  
(302) 422-1134

**Delaware Help Line**  
1-800-560-3372  
Delaware Residents: 211

Employers who are required to comply  
with the Fair Labor Standards Act  
should also contact:  
U.S. Department of Labor-Philadelphia  
Regional Office  
(215-597-4950)

<https://dia.delawareworks.com/labor-law>

Revised 2019



# Teens' Rights on the Job



<https://dia.delawareworks.com/labor-law>

## JOINING THE JOB FORCE

The minimum age for employment in Delaware is 14.

Anyone under the age of 18 must have a work permit on file with their employer. If you change employers, you must get a new work permit.

Anyone who works more than five (5) consecutive hours MUST be given at least a 30 minute break by the employer.



### Work permits are available at the following locations:

- All Delaware public high schools and middle schools
- Some school district offices
- Department of Labor offices in Wilmington, Dover and Georgetown

## HOURS OF WORK

### 14-15 Years Old

- May not work during school hours
- May not work more than:
  - Four (4) hours on a school day
  - Eight (8) hours on a non-school day
  - Eighteen hours in a week when school is in session for five (5) days
  - Forty hours a week when school is not in session
  - Six (6) days in any week
- May work
  - 7:00 a.m. to 7:00 p.m. except from June 1<sup>st</sup> to Labor Day when they may work from 7:00 a.m. to 9:00 p.m.

### 16-17 Years Old

- Work and school hours combined cannot exceed more than 12 hours per day.
- Must have eight (8) consecutive hours free from work and school in a 24-period of time.

## PROHIBITED JOBS

These are only examples of prohibited jobs.

Anyone **under the age of 18** aren't permitted to work in, near, or in connection with:

- Meat slicers
- Demolition projects
- Tunnels or excavations over 4 feet deep
- The erection and/or repair of electrical wires
- Transportation of persons or property

In addition, anyone **under the age of 16** aren't permitted to work in, near, or in connection with:

- The operation, cleaning, or adjusting, of any power-driven machinery, appliances or tools
- Deep fat fryers
- Cooking (call for exceptions)
- Grinders, food choppers, cutters, pressure cookers, and steamers
- Loading or unloading trucks
- Warehousing and storage
- Communications & Public Utilities
- Processing goods
- All work requiring scaffolding and ladders
- Freezers & meat coolers (call for exceptions)

Contact the Delaware Department of Labor for a complete list of prohibited occupations.