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
The Division of Unemployment Insurance also has access to employers' new hire information, a system whereby the employer reports information about newly hired employees. An investigation will be conducted if a conflict is found in information from the New Hire Directory and the information supplied by you for any given week. Please call our office and we can make the necessary arrangements.

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.

HOURS OF WORK

14-15 Years Old

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

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

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.