

When 14 & 15 year-old teens can work in Arkansas

When school IS in session:				
No Earlier Than	No Later Than	Maximum Hours per Day	Maximum Days per Week	Maximum Hours per Week
7 a.m.	7 p.m.	3	6	18
When school IS NOT in session:				
7 a.m.	9 p.m.	8	6	40

Fourteen and 15 year-olds **MUST** have a work permit issued by the Arkansas Department of Labor before beginning work.

Children of **any age** can work outside these time restrictions if they are employed **1)** to buy, sell, deliver, and collect for newspapers, **2)** to baby-sit for families or during church functions, **3)** as a batboy or girl for a professional sports team, or **4)** in entertainment.

Fourteen and **15** year-olds can work during school hours **1)** *if* they are enrolled in an approved Work Experience and Career Exploration Program, or **2)** *if* they have been expelled from school or are under a court order not to attend school.

In these cases, teens can't work more than 8 hours per day or more than 40 hours in a week. (A teen that is temporarily suspended from school cannot be employed under this exception.)

**Arkansas Department of
Labor**

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Youth Employment Safety

What Jobs & Hours Can 14 & 15 Year-Olds Work ?



Mike Beebe
Governor

James Salkeld
Director of Labor

14 & 15 Year-Olds CANNOT:

- *Work anywhere that goods are manufactured, mined, processed, or warehoused!*
- **W**ork while elevated above floor level. No standing on a ladder, window sill, scaffold or similar equipment.
- **O**perate a motor vehicle or be a helper on a service vehicle (such as a delivery truck).
- **O**perate, **S**et up, **A**djust, **C**lean, **W**ipe, **O**il, or **R**epair **ANY** power-driven machinery other than office machines.
- **D**o **C**onstruction work, maintain or repair buildings, including demolition and remodeling.
- **C**ook (except at soda fountains, lunch counters, snack bars, and cafeteria serving counters).
14 & 15 year-olds **CAN** assemble and serve food.
- **L**oad or **U**nload trucks, conveyors, bailers, or paper box compactors.
- **W**ork in freezers or meat coolers.
- **W**ork as a public messenger.
- **W**ork in a pool or billiard room.
- **W**ork in boiler rooms or engine rooms.
- **W**ork connected with transportation (rail, road, air, water, pipeline, or other means) except office work.



14 & 15 Year olds CAN work in

- **retail,**
 - **food service and**
 - **gas stations in these occupations:**
- ✓ **O**ffice & Clerical work including using office machines.
 - ✓ **C**ashiering, sales, modeling, work in advertising departments, and window trimming. Errand and delivery work by foot, bicycle, and public transportation.
 - ✓ **P**rice marking and tagging by hand or with machines, assembling orders, packing, shelving, bagging and carrying out customers' orders.
 - ✓ **C**lean-up work, including the use of vacuum cleaners and floor waxers, and maintenance of grounds, but **NOT** including the use of power-driven mowers and cutters.
 - ✓ **K**itchen work preparing and serving food and beverages, including the operation of machines used in performing that work, such as, dishwashers, toasters, dumbwaiters, popcorn poppers, milk shake blenders, coffee grinders, and changing grease or oil (& filters) when below 100° F.
 - ✓ **W**ork with cars and trucks if confined to dispensing gasoline and oil and cleaning, washing and polishing, but **NOT** including using pits, racks, lifting apparatus, or inflating tires mounted on a rim equipped with a removable retaining ring.
 - ✓ **C**leaning vegetables and fruit; wrapping, labeling, weighing, pricing and stocking goods but **NOT** in an area where meat is prepared.

