

# Wisconsin Employment of Minors Guide

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## Minimum Ages

Minors must be at least 14 years of age to be employed or permitted to work in **most** gainful occupations. Younger minors may be employed or permitted to work as follows:

### 12 years of age

- Agriculture
- Street trades (delivering newspapers, selling products door-to-door or on the street)
- Work under direct supervision of minor's parent or guardian in connection with parent's or guardian's business, trade, or profession if minor would otherwise be permitted to work in the same job at age 14
- Caddies on golf courses (non-motorized carts)
- Domestic work in and around the home of the employer if not in connection with or part of a trade or business
- Sideline officials at high school football games
- Ball monitors at high school football games or practices (as young as 11 permitted)
- Official for athletic events sponsored by private, nonprofit organization in which the minor would be eligible to participate or in which the participants are the same age or younger than the minor
- Work in school lunch programs for the school attended by the minor

### Other

- Participation in a court ordered juvenile restitution project at any age
- Street trades for a private nonprofit organization or a private or public school at any age to perform fund raising
- Public Exhibition (theatrical performances, modeling, performing music, or singing) at any age
- Employment in domestic or farm work performed outside of school hours in connection with the minor's own home or the family farm at any age

## Work Permits

Most Wisconsin employers hiring or permitting minors between the ages of 12 and 15 to work must possess a valid work permit for each minor before work may be performed. The work permit establishes a minor's proof of age and ensures that the employer, parent/guardian, and minor are aware of the employment of minors laws and regulations.

The exceptions to the permit requirement are

- Minors employed in agriculture
- Minors working in or around a home and not in connection with the employer's business
- Volunteer work for a nonprofit organization, not as an employee
- Public entertainment or exhibition
- Street trades for fundraising for nonprofit organizations, private or public schools
- Apprentices under [Wis. Stat. ch. 106](#)
- Employed under the direct supervision of their parent or guardian in connection with the parent's or guardian's business, trade, or profession.

Work permits may be obtained from one of the state's employment of minors permit officers, most of whom are located in school offices.

The permit officer will refuse to issue a work permit or street trades permit if the minor seems physically unable to do the work or if refusal seems to be in the best interest of the minor. A permit officer cannot issue a work permit for employment prohibited by state employment of minors regulations.

The following information must be provided to the permit officer before a work permit can be issued:

- Proof of age (Birth certificate, baptismal certificate, Wisconsin ID card or Wisconsin driver's license)
- Employer's written intent to hire, including job duties to be performed, and the hours and time of day to be worked
- Written consent of parent or guardian
- Social security **card**
- Payment of \$10.00 permit fee (Employer must reimburse for this cost no later than the minor's first paycheck)

### [Street Trade Permits](#)

### [Posting Requirement](#)

### [Employment Generally Prohibited To Minors](#)

State law prohibits the use of minors to perform hazardous work. A complete listing of the work listed as hazardous can be found in the Wisconsin Administrative Code, § DWD [270.12](#) – [270.13](#). In some instances the hazard involves the entire worksite while in other instances a particular machine or activity is prohibited. The following list contains some of the more common hazards:

#### Hazardous to all minors

- Adult bookstores
- Use of bakery machines
- Erection of or operation of amusement rides at carnivals, amusement parks, ski hills, and traveling shows
- Any work with asbestos, actinolite, amosite, anthophyllite, chrysotile, crocidolite, or tremolite
- Work in any confined space
- Mining
- Operation, set-up, or cleaning of meat and food slicers
- Excavations involving a trench four feet deep or greater
- Any work in a facility that manufactures or stores explosives
- Selling, serving, dispensing or giving away liquor
- Set-up, operation, or cleaning of power driven metal forming; punching or shearing machinery
- Operation of motor vehicle on public roads as a regular job duty
- Any work with radioactive substances and ionizing radiations
- Operation of power driven circular saws, band saws, chain saws or guillotine shears
- Roofing operations
- Slaughtering, meat packing, processing or rendering
- Any work at an employer experiencing a strike or lockout or participating as a picketer in a strike or lockout
- Work in logging, including sawmill, lath mill, shingle mill or cooperage-stock mill operation
- Cleaning, set-up or operation of most power driven woodworking machines
- Any work involving wrecking, demolition or shipbreaking
- When 16- or 17-year-old minors work between the hours of 12:30 a.m. and 5:00 a.m., they must be under direct adult supervision

#### Hazardous to minors under age 16

- Agriculture (certain power-driven equipment and some jobs are prohibited unless employed on own home farm outside school hours for parent or guardian, or on another farm with permission of parent or guardian if primarily for exchange purposes)
- Airports (in or about landing strip, taxi, or maintenance apron)
- Gun clubs (skeet and trap loaders)
- Operation of any power driven machines (other than office machines)
- Personal care of patients in hospitals and nursing homes
- Work in rooms where manufacturing, processing, storage, or warehousing takes place
- Communications and public utilities work (other than office work)
- Transportation of people or property by air, rail, or motor vehicle
- Street carnivals and traveling shows

### [Meal Periods](#)

Minors are not permitted to work more than 6 consecutive hours without a 20 minute duty free meal break. Meal

Minors are not permitted to work more than 6 consecutive hours without a 30-minute duty free meal break. Meal periods should be near the usual times of 6 a.m., 12 a.m., 6 p.m. and 12 p.m.

[Employment-Related Injury](#)



[Penalties](#)



[Hours and Times of Day Minors May Work in Wisconsin](#)

