

production, including stage, motion pictures, and television performances and rehearsals.	panied at all times by an adult who is a parent, guardian, or representative of employer.	daily or 8 weekly, 5 hours daily, 24 hours weekly, 6 days a week. (Includes rehearsal time. Combined hours of school and work not to exceed 8 hours daily.) <sup>(5)</sup>	Before 7 a.m. After 11:30 p.m. <sup>(6)</sup>	Special Theatrical Permit
		<b>16 &amp; 17 years old:</b> 8 hours daily <sup>(5)(6)</sup> 40 hours weekly 6 days a week	<b>16 &amp; 17 years old</b> Before 6 a.m. After 11:30 p.m. <sup>(6)</sup>	<b>16 &amp; 17 years old</b> Employment Certificate
<b>Agriculture:</b> No restriction on work performed outside school hours in connection with minor's own home and directly for the minor's parent or legal guardian.	<b>12 years old</b> Outside school hours	10 hours daily 6 days a week	<b>None</b>	<b>12 thru 15 years old</b> old only Special Agricultural Permit
	<b>16 years old</b> During school hours	10 hours daily 6 days a week		
<b>Newspaper Carriers:</b> Minors who deliver, solicit, sell and collect for newspapers outside of school hours on residential routes.	<b>11 years old</b>	Combined hours of school and work not to exceed 8 hours daily, 40 hours weekly, 7 days.	<b>11 thru 13 years old</b> Before 6 a.m. After 7 p.m.	<b>11 thru 17 years old</b> N.J. publishers may issue Special Newspaper Carrier Permit or local issuing officer may issue: Special Permit (11 thru 15 years old) or Employment Certificate (16 and 17 years old).
			<b>14 thru 17 years old</b> Before 5:30 a.m. After 8 p.m.	
<b>Street Trades:</b> Minors who sell, offer for sale, solicit for, collect for, display, or distribute any articles, goods, merchandise, commercial service, posters, circulars, newspapers or magazines or in blacking shoes on any street or other public place or from house to house.	<b>14 years old</b> Outside school hours	3 hours per day, 18 hours per week when school is in session. During school vacation, 8 hours per day, 40 hours per week, 6 days per week.	<b>14 &amp; 15 years old</b> Before 7 a.m. After 7 p.m.	Special Street Trades Permit or Employment Certificate
	<b>16 years old</b> During school hours	8 hours per day, 40 hours per week, 6 days per week.	<b>16 &amp; 17 years old</b> Before 6 a.m. After 11 p.m.	Employment Certificate
<b>General Employment:</b> Includes mercantile establishments, golf caddying, private bowling alleys, offices, gas stations, garages, and other places or means of gainful occupations unless otherwise specified.	<b>14 years old</b>	3 hours per day, 18 hours per week when school is in session. During school vacation, 8 hours per day, 40 hours per week, 6 days per week.	<b>14 &amp; 15 years old</b> Before 7 a.m. After 7 p.m. <sup>(7)</sup>	Employment Certificate
	<b>16 years old</b>	8 hours per day, 40 hours per week, 6 days per week.	<b>16 &amp; 17 years old</b> Before 6 a.m. After 11 p.m. (Exception: 1. School vacation season. 2. Days not preceding a school day with special written permission of parent or guardian.)	Employment Certificate
<b>Restaurant and Seasonal</b>	Same as for General Employment except that minors at least 16 years of age may be employed			

<sup>1</sup> A minor who is at least 17 years of age and a graduate of a vocational school approved by the Commissioner of Education may engage in those pursuits in which the minor majored in said vocational school during those hours permitted for persons 18 years of age and over, provided an employment certificate is issued and accompanied by the minor's diploma or a certified copy thereof.

<sup>2</sup> No certificate or permit required for minors at least 14 years of age employed when schools in the minor's district are not in session at agricultural fairs, horse, dog, or farm shows the duration of which do not exceed 10 days. No certificate required for minors 15 and older during school vacation for first 14 days of employment in food service, restaurant, retail operations, or seasonal amusement occupations.

<sup>3</sup> Does not apply to employment of a minor 16 or 17 years of age during the months of June, July, August, or September by a summer resident camp, conference or retreat operated by a nonprofit or religious corporation or

association, unless the employment is primarily general maintenance work or food service activities.

<sup>4</sup> Where the professional employment is reasonably separable into discrete shows or productions.

<sup>5</sup> In **Theatrical** employment the combined time spent on a set or on call and performance time shall not exceed a total of eight hours in any one day.

<sup>6</sup> In certain cases of **Theatrical** employment the commissioner has the authority to amend the hours of the day during which a minor may work but not the total hours.

<sup>7</sup> In **General Employment** 14- and 15-year-old minors may work until 9 p.m. with written permission of parent or guardian during period of time beginning on last day of minor's school year and ending on Labor Day.

## Punishment for Violations of Child Labor Law

Whoever employs or permits or suffers any minor to be employed or to work in violation of this act, or of any order or ruling issued under the provisions of this act, or obstructs the Department of Labor and Workforce Development, its officers or agents, or any other person authorized to inspect places of employment under this act, and whoever, having under his control or custody any minor, permits or suffers him to be employed or to work in violation of this act, shall be guilty of an offense. If a defendant acts knowingly, an offense under this section shall be a crime of the fourth degree. Otherwise it shall be a disorderly persons offense and the defendant shall, upon conviction for a violation, be punished by a fine of not less than \$100 nor more than \$2,000 for an initial violation and not less than \$200 nor more than \$4,000 for each subsequent violation. Each day during which any violation of this act continues shall constitute a separate and distinct offense, and the employment of any minor in violation of the act shall, with respect to each minor so employed (a) 0.5 (separate v r s 7a f E 874.5 (and ) 0 5 ) distinct ) 0.5 ) exemptions to some of these prohibitions apply to work done by pupils in public or private schools under supervision and instruction of officers or teachers, or to a minor who is at least 17 years of age employed in the type of work in which the minor majored under the conditions of the special vocational school graduate permit or to minors in junior achievement programs. The