



MAGICPOWER

HOURS OF EMPLOYMENT UNDER STATE AND FEDERAL LAW

TEXAS STATE LAW:

A CHILD 14 OR 15 YEARS OF AGE MAY NOT WORK MORE THAN EIGHT HOURS IN ONE DAY OR MORE THAN 48 HOURS IN ONE WEEK.

A CHILD WHO IS 14 OR 15 YEARS OF AGE AND IS ENROLLED IN A TERM OF A PUBLIC OR PRIVATE SCHOOL MAY NOT WORK BETWEEN THE HOURS OF 10 P.M. AND 5 A.M. ON A DAY THAT IS FOLLOWED BY A SCHOOL DAY OR BETWEEN THE HOURS OF MIDNIGHT AND 5 A.M. ON A DAY THAT IS NOT FOLLOWED BY A SCHOOL DAY.

A CHILD WHO IS 14 OR 15 YEARS OF AGE AND IS NOT ENROLLED IN SUMMER SCHOOL MAY NOT WORK BETWEEN THE HOURS OF MIDNIGHT AND 5 A.M. ON ANY DAY THAT SCHOOL IS RECESSED FOR THE SUMMER.

FEDERAL LAW:

UNDER THE FAIR LABOR STANDARDS ACT (FLSA) A CHILD 14 OR 15 YEARS OF AGE MAY NOT WORK DURING SCHOOL HOURS, MAY NOT WORK MORE THAN THREE HOURS ON A SCHOOL DAY OR 18 HOURS DURING A SCHOOL WEEK, AND MAY NOT WORK MORE THAN EIGHT HOURS ON A ON-SCHOOL DAY OR 40 HOURS DURING A NON-SCHOOL WEEK.

FURTHERMORE, A CHILD 14 OR 15 YEARS OF AGE MAY WORK ONLY BETWEEN 7 A.M. AND 7 P.M. DURING THE SCHOOL YEAR. BETWEEN JUNE 1 AND LABOR DAY, A CHILD MAY WORK BETWEEN THE HOURS OF 7 A.M. AND 9 P.M.

A CHILD 16 OR 17 YEARS OF AGE HAVE NO RESTRICTIONS ON THE NUMBER OF HOURS OR TIMES OF DAY THEY MAY WORK.

