

Child Labor Regulations Summary				
	Pennsylvania	New York	New Jersey	Connecticut
<b>Hours</b>	<p>Maximum work hours during a 24 hours period at place of employment:</p> <ul style="list-style-type: none"> <li>• Infants &lt; 6 months: 2</li> <li>• 6 months – 1 year: 4</li> <li>• 2 – 5 years: 6</li> <li>• 6 – 8 years: 8</li> <li>• 9 – 15 years: 9</li> <li>• 16 – 17 years: 10</li> </ul> <p>Maximum work hours during a 24 hour period at minors' residences:</p> <ul style="list-style-type: none"> <li>• Infants &lt; 6 months: N/A</li> <li>• 6 months – 1 year: 2</li> <li>• 2 – 5 years: 3</li> <li>• 6 – 8 years: 4</li> <li>• 9 – 15 years: 5</li> <li>• 16 – 17 years: 6</li> </ul> <p>Maximum number of live performances is 3 per day or 10 per week.</p>	<p>*See link below for more concise summary of hours.</p> <ul style="list-style-type: none"> <li>• Outside of theater and other live performances: 5am to 10pm before a school day and no later than 12:30am before a non-school day</li> <li>• Live theater and other live performances: 5am to 12am before a school day and no later than 12:30am before a non-school day</li> <li>• At least 12 hours rest required between dismissal from work and time beginning work the next day</li> <li>• For children between 6 months and 17 years, hours may be increased by 2 hours but child then cannot work the next day</li> <li>• If child works after attending school, maximum daily hours are reduced by 3 hours</li> <li>• If child is between 15 days and 6 months, the maximum hours at employment site are 2 per day and day's work cannot exceed 20 minutes</li> <li>• If child is between 6 months</li> </ul>	<p>Under 16:</p> <ul style="list-style-type: none"> <li>• No more than 2 shows or productions daily or 8 weekly, 5 hours daily, 24 hours weekly, 6 days a week. Combined hours of school and work not to exceed 8 hours daily</li> <li>• Prohibited hours before 7am and after 11:30pm</li> </ul> <p>16 and 17 years old:</p> <ul style="list-style-type: none"> <li>• 8 hours daily, 40 hours weekly, and 6 days a week</li> </ul> <p>Prohibited hours before 6am and after 11:30pm</p>	<p>Connecticut has a very broad Employment of Minors provision found in Conn. Gen. Stat. § 31-23 Sec. 31-23. Employment of minors prohibited in certain occupations. Exceptions.</p> <ul style="list-style-type: none"> <li>• Minors under 16 cannot work in the theatrical industry.</li> <li>• The Commissioner may authorize such employment however of children ages 14-16 in a work study program or summer program approved by the Commissioner.</li> <li>• The remainder of the regulation provides hourly restrictions for certain positions which do not include the theatrical industry and restrictions on hazardous occupations.</li> </ul>

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Hours (cont'd)		<p>and 2 years, maximum hours at employment site are 4 hours per day and day's work cannot be exceed 2 hours</p> <ul style="list-style-type: none"> <li>• If child is between 2 years and 6 years, maximum hours at employment site are 6 hours per day and the day's work cannot exceed 3 hours</li> <li>• In live theater and other live performances, during rehearsal, opening day and duration of the run, children between 6 and 17 years, the maximum hours at employment site are 10 hours and day's work cannot exceed 8 hours when school is in session and 9 hours when school is not in session</li> <li>• In live theater and other live performances, during technical rehearsals and preview performances, children between 6 and 17 years, the maximum hours at employment site are 12 hours and day's work cannot exceed 7 hours when school is in session and 9 hours when school is not in session</li> </ul>		

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	Pennsylvania	New York	New Jersey	Connecticut
Hours (cont'd)		<ul style="list-style-type: none"> <li>• Outside of theater and other live performances, children between 6 and 9 years, the maximum hours at employment site are 8 hours and day's work cannot exceed 4 hours when school is in session and 6 hours when school is not in session</li> <li>• Outside of theater and other live performances, children between 9 and 16 years, the maximum hours at employment site are 9 hours and day's work cannot exceed 5 hours when school is in session and 7 hours when school is not in session</li> <li>• Outside of theater and other live performances, children between 16 and 18 years, the maximum hours at employment site are 10 hours and day's work cannot exceed 6 hours when school is in session and 9 hours when school is not in session</li> </ul>		
Permit	No minor may engage in a performance without an entertainment permit issued by the department	<ul style="list-style-type: none"> <li>• Current and valid Temporary Child Performer Permit or Child Performer Permit (unnecessary if employer has</li> </ul>	Under 16: <ul style="list-style-type: none"> <li>• Special Theatrical Permit</li> </ul> 16 & 17 years old: <ul style="list-style-type: none"> <li>• Employment Certificate</li> </ul>	

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<b>Permit</b> (cont'd)		Temporary Child Performer Permit or Child Performer Permit)		
<b>Parental Responsibilities</b>	<p>Minors under 16 must have a written statement by the minor's parent or guardian acknowledging the duties and hours of employment and granting permission to work.</p> <p>Parent must establish a trust account or a qualified tuition program if child is entitled to receive residuals that exceed \$2,500.</p>	<ul style="list-style-type: none"> <li>• Establishment of a child performer trust account</li> <li>• Designation of a responsible person for the child</li> </ul>	Minors under 16 must be accompanied at all times by a parent, guardian, or representative of employer.	
<b>Employer Responsibilities</b>	An employer employing, either directly or indirectly through a third person, a minor who is guaranteed three or more consecutive days of employment shall provide a teacher or properly qualified private tutor when school is in session and the minor is not receiving educational instruction at the minor's	<ul style="list-style-type: none"> <li>• Employer Certificate of Eligibility or Employer Certificate of Group Eligibility</li> <li>• Notice of use of child performers</li> <li>• Proof of Child Performer Permit</li> <li>• Deposit of 15% or more into child's trust account</li> </ul>	Minors under 16 years of age may not be employed during the hours they are required to attend school.	

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<b>Employer Responsibilities</b> (cont'd)	<p>school of enrollment due to his employment.</p> <p>In the event the minor is not guaranteed three or more consecutive days of employment, an employer shall provide a teacher or properly qualified private tutor on the third day of missed educational instruction through the remainder of the minor's employment on the production.</p>			
<b>Educational Requirements</b>	<p>Work hours must be between 5am and 10pm on nights before a school day and must end by 12:30am before a non-school day.</p> <p>There must be 12 hours between time of dismissal and time of call the next day.</p> <p>Ages 14-17 may work during school hours with permission from school authorities for up to two</p>	<ul style="list-style-type: none"> <li>• Child cannot be without education instruction and unemployed for longer than 10 consecutive days</li> <li>• Child has to fulfill school's attendance and academic requirements (alternative methods allowed)</li> <li>• If child is not receiving educational instruction due to employment schedule on school days employer must: <ul style="list-style-type: none"> <li>○ Provide child with time to fulfill educational requirements for at least three hours per school day</li> </ul> </li> </ul>		

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<b>Educational Requirements</b> (cont'd)	consecutive days but no more than 8 hours in a 24 hour period.	<ul style="list-style-type: none"> <li>○ Set aside space used exclusively for instruction</li> <li>○ Provide a certified teacher for a minimum of one hour but an average of three hours from the third day of missed school through employment or from the first day of missed school if the child was guaranteed 3 or more consecutive days of work</li> <li>● If child's school starts less than nine hours after dismissal from work in live theater or less than 12 hours after dismissal from work outside live theater, child will be instructed at employer's</li> <li>● During any hiatus or layoff of 6 days or less employer shall continue to provide a teacher for child</li> </ul>		
<b>Penalties</b>	Violations.-- (1) A person may not do any of the following: (i) Violate this act. (ii) Interfere with the functions of an enforcement officer. (iii) Compel or permit a minor to violate this act.	The civil penalty shall not exceed \$1,000 for the first violation, \$2,000 for the second violation and \$3,000 for the third or subsequent violation.	If a defendant acts knowingly, an offense shall be a crime of the fourth degree. Otherwise, it shall be a disorderly persons offense and upon conviction, be punished by a fine of not less than \$100 and not more than \$2000 for first violation and not less than \$200 and not more than \$4000 for each subsequent violation.	

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<b>Penalties</b> (cont'd)	(iv) Fail to provide records under sections 8(d) or 10(b). (v) Falsify records under this act. (vi) Violate the terms of any permit issued under section 5.  May be subject to criminal and administrative penalties for violations.			
<b>Links</b>	<a href="file:///C:/Users/jbatista/Downloads/lc-5.pdf">file:///C:/Users/jbatista/Downloads/lc-5.pdf</a> <a href="https://www.portal.state.pa.us/portal/server.pt/community/child_labor_act/10517">https://www.portal.state.pa.us/portal/server.pt/community/child_labor_act/10517</a>	<a href="https://labor.ny.gov/legal/laws/pdf/child-performer-regulations/part186-child-performer.pdf">https://labor.ny.gov/legal/laws/pdf/child-performer-regulations/part186-child-performer.pdf</a> <a href="https://labor.ny.gov/formsdocs/wp/LS171.pdf">https://labor.ny.gov/formsdocs/wp/LS171.pdf</a> * <a href="https://labor.ny.gov/formsdocs/wp/LS559.pdf">https://labor.ny.gov/formsdocs/wp/LS559.pdf</a>	<a href="http://lwd.dol.state.nj.us/labor/wagehour/lawregs/child_labor_law.html#22157">http://lwd.dol.state.nj.us/labor/wagehour/lawregs/child_labor_law.html#22157</a> <a href="http://lwd.dol.state.nj.us/labor/forms_pdfs/lse/mw-129.pdf">http://lwd.dol.state.nj.us/labor/forms_pdfs/lse/mw-129.pdf</a>	<a href="http://www.cga.ct.gov/current/pub/chap_557.htm#sec_31-23a">http://www.cga.ct.gov/current/pub/chap_557.htm#sec_31-23a</a>

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