LEGAL HOURS OF EMPLOYMENT
FOR MINORS 14 THROUGH 17 YEARS OF AGE

MINOR MAY NOT WORK MORE THAN 5
HOURS CONTINUOUSLY WITHOUT A NON-
WORK PERIOD OF AT LEAST 30 MINUTES

THE MINIMUM AGE OF EMPLOYMENT
IN DELAWARE IS FOURTEEN (14)

EMPLOYER IS REQUIRED TO HAVE PERMITS
FOR ALL EMPLOYEES UNDER THE AGE OF 18

AGE 14 - 15
NO MINOR 14 - 15 YEARS OF AGE
SHALL WORK BEFORE 7:00 A.M. OR
AFTER 7:00 P.M. - EXCEPT FROM JUNE 1ST
THROUGH LABOR DAY WHEN THE EVENING
HOURS WILL BE 9:00 P.M.

HOURS OF WORK
FOR 14 - 15
Not more than 4 hours per day on school
days*
Not more than 8 hours per day on
non-school days
Not more than 18 hours in any week when
school is in session for 5 days
Not more than 6 days in any week
Not more than 40 hours per week

*If the employer is covered by federal law, minor is limited to three
hours on school days

AGE 16 - 17
MINORS 16 AND 17 YEARS OF AGE MAY NOT
SPEND MORE THAN 12 HOURS IN COMBINATION
OF SCHOOL HOURS AND WORK HOURS PER DAY.
THEY MUST HAVE AT LEAST 8 CONSECUTIVE
HOURS OF NON-WORK, NON-SCHOOL TIME IN EACH
24 HOUR PERIOD

CONTACT THE DELAWARE DEPARTMENT OF LABOR
FOR A LIST OF PROHIBITED OCCUPATIONS

DELWARE DEPARTMENT OF LABOR
OFFICE OF LABOR LAW ENFORCEMENT
4425 N. MARKET ST.
WILMINGTON, DE 19802
(302) 761-8200 PH

INSTRUCTIONS FOR COMPLETING
CHILD LABOR WORK PERMIT

STEP 1
MINOR:
1. COMPLETE THE SECTION MARKED "MINOR", IF YOU ARE
14 OR 15 YEARS OF AGE, YOUR PARENT OR
LEGAL GUARDIAN MUST SIGN THE PERMIT.
2. TAKE THE CERTIFICATE TO YOUR PROSPECTIVE
EMPLOYER AND ASK THEM TO COMPLETE THE
SECTION MARKED "EMPLOYER".
3. IN PERSON RETURN THE COMPLETED FORM TO AN
ISSUING OFFICER AT YOUR SCHOOL OR AT YOUR
LOCAL DEPARTMENT OF LABOR OFFICE. YOU MUST
PROVIDE THE ISSUING OFFICER WITH ONE OF THE
FOLLOWING PROOFS OF AGE: BIRTH CERTIFICATE;
BAPTISMAL CERTIFICATE; PASSPORT; SCHOOL
RECORD; VALID DRIVER'S LICENSE.
4. YOU MUST GET A NEW PERMIT WHEN YOU CHANGE
EMPLOYERS.

STEP 2
EMPLOYER:
1. COMPLETE ALL "EMPLOYER INFORMATION"
INCLUDING DELAWARE ADDRESS AND PHONE
NUMBER. RETURN THE CHILD. (S)HE WILL TAKE
THE APPLICATION TO AN ISSUING OFFICER AND
RETURN IT TO YOU AFTER THE WORK PERMIT HAS
BEEN CERTIFIED.
2. DO NOT ACCEPT WORK PERMIT UNLESS IT IS DATED
AND SIGNED BY AN ISSUING OFFICER.
3. KEEP EMPLOYER COPY ON FILE - IT IS REQUIRED BY
LAW.

STEP 3
ISSUING OFFICER:
1. FORM MUST BE FULL OUT AND SIGNED BY MINOR
AND PARENT OR GUARDIAN (IF THE CHILD IS AGED
14 OR 15) AND THE EMPLOYER.
2. EMPLOYER MUST HAVE COMPLETED "COMPANY
NAME, ADDRESS, AND PHONE NUMBER" PORTIONS
OF THE PERMIT.
3. YOU MUST VERIFY MINOR'S AGE.
4. GIVE MINOR "EMPLOYER COPY" TO RETURN TO THE
EMPLOYER.
5. MAIL DDOL COPY TO:
DEPARTMENT OF LABOR
OFFICE OF LABOR LAW ENFORCEMENT
4425 N. MARKET STREET
WILMINGTON, DE 19802

Subject to Review by the
Delaware Department of Labor
Office of Labor Law Enforcement
4425 N. MARKET STREET, WILMINGTON, DE 19802
Wilmington: (302) 761-8200 / Dover: (302) 422-1134

Copies of this document are to be provided to the following: DDOL, Employer & Minor