

Hours of Work for Workers Under 18

In Non-Agricultural Industries

Hours and Schedules Minors are Permitted to Work in Non-Agricultural Jobs					
	Hours a Day	Hours a Week	Days a Week	Begin	Quit
14-15 year-olds					
School weeks	3 hours (8 hours Sat.-Sun.)	16 hours	6 days	7 a.m.	7 p.m.
Non-school weeks	8 hours	40 hours	6 days	7 a.m.	7 p.m. (9 p.m. June 1 to Labor Day)
16-17 year-olds					
School weeks	4 hours (8 hours Fri.-Sun.)	20 hours	6 days	7 a.m.	10 p.m. (Midnight Fri.-Sat.)
School weeks with a special variance	6 hours (8 hours Fri.-Sun.)	28 hours	6 days	7 a.m.	10 p.m. (Midnight Fri.-Sat.)
Non-school weeks	8 hours	48 hours	6 days	5 a.m.	Midnight

Note: Where applicable, hours listed for 14- and 15-year-olds reflect the more restrictive federal laws.

*Non-school time for ages 14 and 15 is June 1 through Labor Day.

**Non-school time for ages 16 and 17 is during all school vacations.

***For 16- and 17-year-old workers only, six-hour shifts and up to 28 hours per week are available through a special variance from the school district.

Minors working after 8 p.m. in service occupations, such as restaurants and retail businesses, must be supervised by an adult.

See [Administrative Policy – School Week and Work Week for Minors \(ES.C.4.1\)](#)

For more details, see [Chapter 296-125 WAC Nonagricultural Employment of Minors](#) (<http://apps.leg.wa.gov/wac/default.aspx?cite=296-125>)