

California law imposes numerous restrictions regarding the days, number of hours and time of shift that a minor subject to the work permit system may work. The following table summarizes many of the most important restrictions.

	<b>Ages 16 and 17</b>	<b>Ages 14 and 15</b>	<b>Ages 12 and 13</b>
<b>Grade completed</b>	Must have completed 7th grade to work while school is in session.	Must have completed 7th grade to work while school is in session.	
<b>School in session</b>	<p>4 hours per day on any school day.</p> <p>8 hours on any nonschool day or on any day preceding a nonschool day.</p> <p>48 hours per week.</p> <p>Work Experience Education (WEE) students and personal attendants may work more than 4 hours on a school day, but never more than 8 hours.</p>	<p>3 hours per school day outside school hours.</p> <p>8 hours on any nonschool day.</p> <p>18 hours per week.</p> <p>WEE students may work during school hours and up to 23 hours per week.</p>	<p>May be employed only during school holidays and vacations (usually construed to include weekends). May never be employed on any school day, either before or after school.</p> <p>Daily and weekly work hour maximums for 12- and 13-year-olds who may work during the regular school year are not specified in any statute and are therefore left to local school officials to determine.</p> <p>However, it is very unlikely that any local school official would issue permits allowing 12- and 13-year-olds to work hours in excess of the 3 hours per day and 18 hours per week accorded to 14- and 15-year-olds. At no time during the year, or under any circumstances, may 12- and 13-year-olds work more than 8 hours in a day or 40 hours in a week in the occupations permitted to them.</p> <p>Not eligible for WEE programs.</p>
<b>School not in session</b>	<p>8 hours per day.</p> <p>48 hours per week.</p>	<p>8 hours per day.</p> <p>40 hours per week.</p>	<p>8 hours per day.</p> <p>40 hours per week.</p>

<b>Spread of hours</b>	<p>5 a.m. to 10 p.m.</p> <p>Until 12:30 a.m. on any evening preceding a nonschool day.</p> <p>WEE students, with permission, until 12:30 a.m. on any day.</p> <p>Messengers may work from 6 a.m. to 9 p.m.</p>	<p>7 a.m. to 7 p.m.</p> <p>From June 1 through Labor Day until 9 p.m.</p>	<p>7 a.m. to 7 p.m.</p> <p>From June 1 through Labor Day until 9 p.m.</p>
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