

Child Work Laws

Why do we need child work laws?

Provisions of the Fair Labor Standards Act of 1938 was put into place to protect the health and safety of all workers under the age of 18. These provisions were put in place to make sure children in the work force would not be exploited, and to ensure all children, even those in the work force, would be entitled to a full education. To this end, the Act restricts the number of hours a child is allowed to work.

How does this affect my child?

Under current child labor laws, all child actors and actresses must be entitled to the same right as any other working child. All parents should be aware of these laws, and how they relate to work hours and on-set education requirements.

What paperwork does my child need to work?

All minors are required to have a work permit, and the employer must have a permit to employ minors. You may [click here](#) to obtain an application for a work permit (form below). You must present this application to the Department of Labor Standards Enforcement at any location (listed below). The DLSE (Department of Labor Standards Enforcement) reserves the right to suspend, revoke, or deny the permit. The DLSE, studio teachers, nor parents have the power to override legal minimum standards for labor. If your child is a high school graduate, 16 or 17 years old, he or she does not require a work permit or studio teacher.

Do I need to be present on the job?

A parent or legal guardian must be able to see or hear your child at all times. If your child is a high school graduate (age 16 or 17), he or she does not require a parent or guardian. You can [click here](#) for an application to appoint a legal guardian (form below).



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How long can my child work in a day?

5:00AM - 10:00PM on school nights

5:00AM - 12:30PM on other nights

10:00PM-12:00AM on school nights with written permission from the Division of Labor Standards Enforcement (DLSE) 48 hours in advance, only for children 8-18

*All children must be given a minimum of 12 hours turnaround, or the time between a night’s wrap and call the next morning. However, the employer is responsible for, and must provide, schooling if school starts less than 12 hours after wrap the next day.

Please refer to the chart below for work day information.

Age	Max. Work Time	Education	Rest & Recreation	Meal Period	Total Time at Location
15 Days to 5+ Months	20 minutes (Max 100 ft. candle light, 30 sec. exposure)			1/2 hour	2 1/2 hours
6 mo to 1+ yr	2 hours	0	2 hours	1/2 hour	4 1/2 hours
2-5+ years	3 hours	3 hours (Education and R&R)		1/2 hour	6 1/2 hours
6-8+ years	4 hours	3 hours	1 hour	1/2 hour	8 1/2 hours
Non-school days	6 hours	0	1 hour	1/2 hour	8 1/2 hours
9-15+	5 hours	3 hours	1 hour	1/2 hour	9 1/2 hours
Non-school days	7 hours	0	1 hour	1/2 hour	9 1/2 hours
16-17+ years	6 hours	3 hours	1 hour	1/2 hour	10 1/2 hours
Non-school days	8 hours	0	1 hour	1/2 hour	10 1/2 hours

Is travel included in work time?

Only travel from studio to location counts as work. To and from home, school, and studio does not count. Even on location shoots over about 45 minutes away, travel from the hotel, or wherever you’re staying, to the site, usually does not count.

What is turnaround time?

Turnaround time is the time between work days. This time runs from the time your child is dismissed to the call time the next day. Your child must have a minimum of 12 hours turnaround time for all jobs.

What if my child is working more than one job?

The law does not restrict the number of jobs, but it does restrict the number of hours your child may work in one day. You should be aware that if your child goes over the limit, the employer at that time will be held responsible.

What about school days?

No matter how long your child has spent at school that day, time at school is counted as exactly 6 work hours.

What about school nights?

If school starts the next day within 12 hours of dismissal, the employer is responsible for schooling at his or her place of business.

How do employers offer schooling?

It is a requirement that children grades one through six be offered education between the hours of 7:00AM and 4:00PM, grades seven through twelve 7:00AM to 7:00PM. For this purpose, all employers are required to make available a Studio Teacher, who is responsible for the education, care, and welfare of minors under 16.

What kind of credentials does a Studio Teacher hold?

Studio Teachers are certified similarly to all California teachers. They must hold credentials for primary education, multi-subject k-12, and for secondary education, which includes one subject of English, Math, Social Science, Science, or World Language. The DLSE also requires a written exam to be certified as a Studio Teacher.



How many other children will be with my child?

On school days a Studio Teacher may be responsible for no more than 10 children, 20 on non-school days.

Are their special circumstances for babies?

To meet the needs of your baby, employers are required to meet the following requirements

15 days to 6 weeks old: one Studio Teacher, one nurse for every 3 babies

6 weeks to 6 months old: one Studio Teacher, one nurse for every 10 babies

What if we work outside California?

Any contracts and arrangements made in California are subject to California regulations, no matter where the job takes place. Likewise, anyone working in California, from any state, must be held to California regulations.