

# Effective April 1, 2020

## Summary of Indiana “Youth Employment” Law Changes

1. Work Permits no longer required for:
  - a. Non-Indiana residents;
  - b. Homeschool minors;
  - c. Resident minors enrolled in a Career and Technical Education program as approved by the Indiana State Board of Education—Indiana Virtual High School courses, Indiana Connections Career Academy (INCC).
  - **Hour restrictions still apply.**
2. Break requirements have been eliminated.
3. Hour restrictions for 16- and 17-year-old minors have been simplified and are the same now. ***Please see new Teen Poster and new simplified Parental Permission form.***
4. “Work Permit Termination Notice” no longer required to be returned to school upon minor termination.
5. Indiana law for a 14- and 15-year-old minor reverts to the law prior to July 1, 2018. Indiana, once again, mirrors Federal law. However, Indiana law has added the restriction of not allowing a 14- or 15-year-old minor to work after 7:00 p.m. on any night that is followed by a school day, even if it's between June 1st and Labor Day, when minors may work until 9:00 p.m.
6. A minor who is at least 16 years of age and less than 18 years of age may not work for more than nine hours in any one day, 40 hours in a school week, 48 hours in a non-school week, and six days in any one week.
7. Restriction prohibiting 16- and 17-year-olds to work during school hours of 7:30 a.m. to 3:30 p.m. without school permission has been removed. Restriction, however, continues to apply to 14- and 15-year-old minors, as this is federal law.
8. Written Parental Permission is only required for minors (16 and 17) working until 11:00 p.m. on a night followed by a school day. All other Parental Permissions have been eliminated.
9. Minors 16 and 17 years old may not work in an establishment open to the public after 10:00 p.m. or before 6:00 a.m. unless another employee at least 18 years of age also works during the same hours as the minor.