



Permissible Working Hours

In cases of dual jurisdiction between state and federal youth labor requirements, those that set the higher standard or provide greater protection to the employee would prevail.

For Colorado, based on that, no employer is allowed to work a minor more than 40 hours in a week or more than eight hours in any 24-hour period. Overall work limitations for those under 16 are: no more than three hours on a school day including Fridays; a limit of eight hours on a non-school day; and no work time in excess of 18 hours during a school week. For the purposes of enforcement in this area, Friday is considered a school day. Additionally, on school days, during school hours, no minor under the age of 16 is permitted employment unless he or she has a school release permit. Such a permit can be issued only by the superintendent of the school district where the minor is enrolled.

Minors under 16 can work between 7:00am and 7:00pm during the basic school year, but between June 1 and Labor Day, the evening hours are extended to 9:00pm. Those standards do not apply to persons aged 16 and 17 or to minors employed as actors, models or performers.

Work performed by 14- and 15-year-olds during school hours is limited to Work Experience, Career Exploration and Work Study Programs. This is a federal standard regulated by the U.S. Department of Labor and followed by the Division of Labor Standards and Statistics. If a minor is home-schooled or enrolled in a private school, school hours are determined by those of the public school in the district where the minor lives.

The CYEOA does not restrict the times of day when 16- and 17-year-old employees may be scheduled to work. The only limitations in this area pertain to the daily and weekly hours noted above.