



Illinois Child Labor Law School Resource Guide



Illinois Department of
LABOR

What is the law?



- ❖ The Illinois Child Labor Law regulates employment of workers under 16 years of age.
- ❖ Employers are allowed to hire 14 and 15-year-olds if the work situation meets the requirements of the Illinois Child Labor Law. Generally, employers are not allowed to hire children aged 13 and younger.

School Oversight of Child Employment



- ❖ **Illinois Child Labor Law requires any child under age 16 who wants to work to obtain an employment certificate from their school's Issuing Officer. The Regional or District Superintendent of Schools appoints Issuing Officers.**
- ❖ Issuing Officers should review any child's application for a work permit and evaluate whether the work is physically and academically appropriate for the child, including whether the child is old enough to work and physically capable to perform the job, and that the job will not interfere with the child's education;
- ❖ **IDOL maintains a list of School Issuing Officers (usually a member of administrative staff such as the principal or a guidance counselor) across the state. If you are unsure of who a school's Issuing Officer is, contact IDOL at (312) 793-5570.**

Prohibited Hazardous Occupations



- ❖ There are 26 occupations that are considered "hazardous", and which employers may not allow children to work in at all. These include:
 - ❖ **work in/around exposed power-driven machinery (except ice cream shops);**
 - ❖ **any hazardous factory work;**
 - ❖ **work around materials such as explosives, alcohol, oil & gas, spray paint, lead, or other dangerous chemicals;**
 - ❖ **metalworking or woodworking;**
 - ❖ **laundry;**
 - ❖ **construction; and**
 - ❖ **meat/fish processing.**

- ❖ If you are unsure whether a child's work situation is illegally hazardous, contact the Department of Labor to discuss.

Work Hours



- ❖ In addition to the regular labor law protections, such as the right to be paid for all hours worked, including the overtime rate for anyone who works more than 40 hours in a week, and the right to be paid at least \$13 per hour, child workers have the following protections:
 - ❖ **Working hours are limited for children under 16. Employers may not allow children to work before 7 a.m. and after 7 p.m. However, work until 9 p.m. is allowed from June 1 through Labor Day.**
 - ❖ **Employers may not allow a child to work more than 24 hours in a week when school is in session.**
 - ❖ **Employers must provide all children under 16 with minimum 30-minute meal break for every 5 hours worked**

Mistreatment of Child Workers



- ❖ Children are a particularly vulnerable group of workers. The following circumstances may warrant further attention from school staff or other concerned community members:
 - ❖ **A child who describes or displays an injury or illness caused by work;**
 - ❖ **A child who misses school due to work or falls asleep at school;**
 - ❖ **A child who lives with their employer or at the job site; or**
 - ❖ **Any other mention of a possible Child Labor Law violation.**

Protections for Migrant Child Workers



- ❖ IDOL's priority is the well-being of the child.
- ❖ Employers, not workers, are penalized for child labor violations.
- ❖ Every worker is entitled to legal protections, regardless of immigration or work authorization status. This includes all labor laws enforced by IDOL.
- ❖ IDOL does not ask about the immigration/work authorization status of workers, and does not report any information to immigration authorities.

Contact Information



Please contact the Department if you suspect or have concerns about an employer who may be illegally employing children.

- ❖ Child Labor Information: (312) 793-5570
- ❖ Child Labor HOTLINE: (800) 645-5784 (toll-free)
- ❖ For general questions about child employment, e-mail: dol.childlaborquestions@illinois.gov
- ❖ To report possible child labor violations, e-mail: dol.childlaborcomplaints@illinois.gov
- ❖ To provide a copy of an approved child work certificate, e-mail to dol.childlaborlaw@illinois.gov