

Youth employment at Minnesota resorts

TIPS TO REMEMBER WHEN HIRING YOUTH AT RESORTS

- 1. The minimum age to work is 14 years old.**
- 2. The minimum wage for youth under 18 years of age is \$8.21 an hour in 2021.** (Annual rates may change beginning January each year.)
- 3. Children of a resort owner are permitted to work for the resort without restriction if the parent is the sole owner of the resort.**
- 4. Youth at least 18 years of age are permitted to work without restriction.**
- 5. Youth 14 and 15 years of age cannot work:**
 - before 7 a.m. or after 9 p.m.;
 - more than 40 hours a week;
 - more than eight hours per 24-hour period;
 - during school hours on school days;
 - later than 7 p.m. on school days;
 - more than three hours a day on school days; or
 - more than 18 hours a week during a school week.
- 6. Youth 16 and 17 years of age cannot work after 11 p.m. on evenings before school days or before 5 a.m. on school days.** These youth may work as early as 4:30 a.m. on school days or as late as 11:30 p.m. on evenings before school with written parent/guardian permission. Written permission must be kept on file by the employer.
- 7. Prohibited work for youth 14 and 15 years of age:**
 - driving motorized vehicles, such as golf carts or all-terrain vehicles;
 - operating snow blowers, lawn mowers (walk behind and riding), weed whips, trimmers, or other lawn and garden equipment;
 - cleaning or maintaining any power-driven machinery; and
 - using laundry equipment.
- 8. Prohibited work activities for youth under 18:**
 - handling hazardous material;
 - working in or about a construction site;
 - driving motor vehicles, except –
 - 16 and 17 year olds with a class D license may drive up to 24,000-pound single-unit vehicles and may carry passengers and
 - 16 and 17 year olds with a class B license may drive more than 24,000-pound single-unit vehicles, but may not carry passengers;
 - operating or assisting in the operation of power-driven machinery, including forklifts;
 - working on commercial boats –
 - minors may provide guide or other nonoperational services on the boat;
 - working as a lifeguard –
 - an exception exists for minors with a Red Cross lifesaving certificate who work under uninterrupted adult supervision.
- 9. Youth under 18 cannot work in rooms where alcohol is served or consumed.** Except:
 - youth aged 16 or 17 may perform busing, dishwashing or hosting duties in restaurants where the presence of alcohol is incidental to food service and preparation and
 - youth aged 16 and 17 may provide musical entertainment in restaurants where alcohol is incidental to food service and preparation.



ABOUT DLI LABOR STANDARDS

Labor Standards ensures workers are paid correctly and workplace rights and responsibilities are enforced for all workers. Its goal is to educate employers and employees about their rights and responsibilities under Minnesota employment laws.



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Notice: This flyer is a brief summary of Minnesota law. It is intended as a guide and is not to be considered a substitute for Minnesota Statutes regarding wage and hour laws.

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