

California Child Labor Laws A-Z

Current as of 10/1/2021

Babies: Babies under six months old are limited to 1 period of 2 consecutive hours in any 1 day, either between 9:30 am and 11:30 am or between 2:30 pm and 4:30 pm. For babies 15 days to 6 weeks; 1 studio teacher and 1 nurse must be present for every 3 babies. For babies 6 weeks to 6 months; 1 teacher and 1 nurse must be provided for every 10 babies. (8 CCR 11764 and 11760 (2))

Blanket Permit: Blanket permits are issued for large groups of minors (e.g. Marching Band) for a specific production over a specific period of time. (8 CCR 11754)

Coogan Law: Parents are required to open a “Coogan” blocked trust account within 7 days of the start of employment. Employers are required to deposit 15% of gross earnings directly into the minors Coogan account in a timely manner. (FC 6750 through 6753)

Emancipation: Regulations are fully applicable to emancipated minors unless emancipation document specifically exempts the minor from provisions of the Labor and Education Code. (Div. Memo 87-1 VI(A)(a))

Graduated Minors: Any minor who has graduated from high school, or has been awarded a certificate of proficiency, may be employed any hours as an adult, performing the same work. Studio Teachers and work permits are not required. (LC 1391.2, EC 48412)

Meal Period: The work day may not be extended by a meal period of longer than 1/2 hour. (8 CCR 11761)

Outside California: California employers who employ resident minors out-of-state, a contractual arrangements made within California must comply with all California regulations. Minors from out-of-state working in California must also adhere to California law. (8 CCR 11756)

Parent Or Guardian: Must be within sight or sound of minor under 16 years of age at all times. 16-17 year olds do not require parent/guardian. (8 CCR 11757)

Permits: Permits are issued by the California Division of Labor Standards Enforcement (DLSE). Permits may be denied, revoked or suspended for any violation of the law (including discrimination against a studio teacher for performing authorized duties. (8 CCR 11758.1(A)(1)(2))

Permit To Employ Minors: Employers must obtain a “Permit to Employ Minors.” Applications must be submitted with a current policy of workers’ compensation insurance. (8 CCR 11752)

Ratio Of Minors Per Studio Teacher: 10:1 on school days and 20:1 on non-school days. (8 CCR 11755.2)

Regular School Attendance And Work: If a minor attends regular or home school prior to reporting to work, the time spent in school will be considered 6 hours regardless of how long the child actually spent at school. 1 hour of R & R will be allocated to that 6 hour period. Example: a 9-15 year old minor who attends regular school would be permitted on set for a maximum of 3.5 hours. (Div. Memo 87-1 IV (c))

School On-Set: Educational instruction must be offered between the hours of 7:00 am and 4:00 pm for children in grades 1-6; and between 7:00 am and 7:00 pm for children in grades 7-12. Employers are to provide adequate facilities (e.g. a table and chairs, someplace where the child can study without being disturbed). (EC 48225.5)

Split Calls/Two Or More Jobs In One Day: Minors may work 2 or more jobs in 1 day. The combined total hours at all jobs, however, may not exceed the limits set forth by law. The last company employing the minor will be held responsible for assuring that the requirements have been met. (Div. Memo 87-1 (d))

Studio Teachers: Employers must provide a studio teacher for the education of all minors up to 18 years. Additionally, studio teachers shall care and attend to the welfare of all minors 15 years of age or under. (8 CCR 11755.2 and 11755.3)

Teacher Certification: A studio teacher must hold 2 clear California teaching credentials. 1) A multi-subject k-12 (primary) and 2) A single subject (secondary) credential in: English, Math, Social Science, Science or a Foreign Language. Additionally, written examination & training will be required of the Studio Teacher by DLSE for final certification. (8 CCR 11755)

Travel Time: Travel between school/home and studio is not work time. However, studio to location counts as work time. When on distant location up to 45 minutes (each way) travel from overnight lodging to work site is not generally considered work time. (8 CCR 11759)

Turn Around: 12 hours must elapse between the minor’s dismissal time and next day call time or school start time. If the minor’s regular school starts less than 12 hours after dismissal time, the minor must be schooled the following day at the employer’s place of business. (8 CCR 11760 (i))

Waivers: Neither studio teachers, parents nor the DLSE are empowered to waive—at any time—under any circumstances—any minimum labor standard established in law or regulation.

Work Day: A minor may work between the hours of 5:00 am & 10:00 pm on nights preceding school days or 5:00 am & 12:30 am on nights preceding non-school days. Exception: With 48 hour advance written approval from the DLSE minors age 8 - 18 may continue a performance starting before 10:00 pm up to 12:00 am preceding a school day. Turnaround rule must be observed. (LC 1308.5(a)(4) and 1308.7(a))

Work Permit: Minors must have a current/ valid “Entertainment Work Permit” before work can be granted. Permits are valid for six months. (8 CCR 11753)

Work Time: All time spent getting in and out of make-up, wardrobe or hair-dressing shall be considered time worked. If a minor is not called to the set, but is called for a period up to 1 hour in to hair/make-up, wardrobe, personal appearances, publicity, or audio recording when school is NOT in session, a studio teacher need not be present however parent/guardian presence is required. (8 CCR 11762 and 11763)

Work Week: No more than six days work in seven. (LC 551 and 552)



Questions? Call us at 800.902.9001

Age	Max Work Time	Education	Rest & Recreation	Meal Period	Total Time at Location
15 Days to 5+ months	20 min	(Max 100 ft. candle light, 30 second exposure)		N/A	2 hours
6 mo to 1+ yrs	2 hours	0	2 hours	.5 hour	4.5 hours
2 yrs to 5+ yrs	3 hours	(3 hours Education and Rest & Recreation)		.5 hour	6.5 hours
6 yrs to 8+ yrs	4 hours	3 hours	1 hour	.5 hour	8.5 hours
Non-school days	6 hours	0	1 hour	.5 hour	8.5 hours
9 yrs to 15+ yrs	5 hours	3 hours	1 hour	.5 hour	9.5 hours
Non-school days	7 hours	0	1 hour	.5 hour	9.5 hours
16 yrs to 17+ yrs	6 hours	3 hours	1 hour	.5 hour	10.5 hours
Non-school days	8 hours	0	1 hour	.5 hour	10.5 hours