

Entertainment Industry Summary Chart

California Minors Labor Laws by Age

Age	Work Time School In Session	Work Time School NOT In Session	Concurrent Requirements
15 days – 6 months	May only be employed between 9:30 a.m. and 11:30 a.m. or between 2:30 p.m. and 4:30 p.m. [8 CCR 11764].	May only be employed between 9:30 a.m. and 11:30 a.m. or between 2:30 p.m. and 4:30 p.m. [8 CCR 11764]. 20 minutes work activity 2 hrs. max at employment site	Parent or guardian must be present. [8 CCR 11757] Permits to work and employ required. [8 CCR 11751] 1 studio teacher and 1 nurse must be present for each 3 or fewer infants 15 days to 6 weeks old. [8 CCR 11760, 11755.2] 1 studio teacher and 1 nurse must be present for each 10 or fewer infants 6 weeks to 6 months old. [8 CCR 11760, 11755.2] May not be exposed to light exceeding 100 footcandles for more than 30 seconds. [8 CCR 11760]
6 months – 2 years	May only be employed between 5 a.m. and 12:30 a.m. [LC 1308.7]	May only be employed between 5 a.m. and 12:30 a.m. [LC 1308.7] 2 hours work activity 4 hours max at employment site Balance for rest and recreation	Parent or guardian must be present. [8 CCR 11757] Permits to work and employ required unless the minor is a high school graduate or equivalent. [8 CCR 11751] High School graduates may be employed as adults.
2 – 6 years	May only be employed between 5 a.m. and 12:30 a.m. [LC 1308.7]	May only be employed between 5 a.m. and 12:30 a.m. [LC 1308.7] 3 hours work activity 6 hours max at employment site Balance for rest and recreation	Studio teacher must be present. [8 CCR 11751.1] 1 studio teacher required per 10 minors. [8 CCR 11755.1] 1 studio teacher per 20 minors on weekends, holidays, and school breaks and vacations. [8 CCR 11755.1]

Age	Work Time School In Session	Work Time School NOT In Session	Concurrent Requirements
6 – 9 years	<p>May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays > 4 hours) [LC 1308.7]</p> <p>4 hours work activity</p> <p>3 hours school</p> <p>1 hour rest and recreation</p> <p>8 hrs. max at employment site</p>	<p>May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays > 4 hours) [LC 1308.7]</p> <p>6 hours work activity</p> <p>1 hour rest and recreation</p>	<p>Minors in grades one through six must be tutored between the hours of 7 a.m. and 4 p.m. Minors in grades seven through twelve must be tutored between the hours of 7 a.m. and 7 p.m. [EC 48225.5]</p> <p>Studio teachers are responsible for the health, safety, and morals of the minor. [8CCR 11755.2]</p>
9 – 16 years	<p>May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays > 4 hours) [LC 1308.7]</p> <p>5 hours work activity</p> <p>3 hours school</p> <p>1 hour rest and recreation</p> <p>9 hrs. max at employment site</p>	<p>May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays > 4 hours) [LC 1308.7]</p> <p>7 hours work activity</p> <p>1 hour rest and recreation</p>	<p>Permits to work and employ required unless a high school graduate or equivalent. High school graduates may be employed as adults.</p>
16 – 18 years	<p>May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays > 4 hours) [LC 1308.7]</p> <p>6 hours work activity</p> <p>3 hours school</p> <p>1 hour rest and recreation</p> <p>10 hrs. max at employment site</p>	<p>May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays > 4 hours) [LC 1308.7]</p> <p>8 hours work activity</p> <p>1 hour rest and recreation</p>	<p>Studio teacher need only be present for minors' schooling if minor still required to attend school.</p>

Regular School Attendance and Work Hours

Compute work hours for each age group by subtracting 6 hours from the max time at employment site for tutored minors when school in session. The difference is the maximum work hours for these minors. Thus, 9 to 16 year-olds who attend regular school may only work up to 3 hours on a school day. The 1 hour of rest and recreation is not required, but the workday may be extended one-half hour by a meal period. No work permitted during regular school hours. Exception: Minors 14 and over may work up to 8 hours during regular school hours for each of 2 consecutive days if excused with the school's written permission. [8 CCR 11760]

Max Day/Week

No minor may be employed over 8 hours in a day. [LC 1308.7, 1392] or over 48 hours in a week. [LC 1308.7] No exceptions.

Meal Periods

Meal periods are not work time. Workdays extended up to one-half hour for a meal period. [8 CCR 11761] Meals must be within 6 hours of call time and/or previous meal period. Teachers may require an earlier meal period.

Travel Time

Travel between studio and location is work time. Up to 45 minutes travel from on-location, overnight lodging to work site is not generally considered work time. Travel between school or home and studio is not work time. [8 CCR11759]

Day's End

12 hours must elapse between dismissal and next day's call time. No exceptions. [8 CCR11760]

Make-up

Off Set Make-up in minor's home by persons employed on the same project is work time, and may not begin before 8:30 a.m. 12 hours must elapse between dismissal and the beginning of the next day's make-up/hairdressing. [8 CCR 11763]

Out of State

California employers who employ resident minors outside of California under contractual arrangements made within California, must comply with all California child labor laws and regulations. [8 CCR 11756].