

RESTAURANT WORK FOR MINORS

(MINORS ARE CHILDREN UNDER 18 YEARS OLD)

RECORD KEEPING

- Minor's name, address, and Social Security number
- Date of birth
- Rate of pay
- Dates and hours worked including start and stop times and meal periods
- Total daily or weekly amount of gratuities (tips, meals, or lodging) received
- Wages paid including gross and net amounts and itemized deductions
- Name and address of the employer
- Employers who claim credit for food or lodging as a cash substitute to employees must keep and preserve records substantiating the cost of furnishing such food or lodgings.
- Must obtain permission from the Commissioner to keep records outside New Jersey

ALL MINORS MUST OBTAIN AN

- Employment certificate (working papers)

HOURS OF WORK FOR 14- & 15-YEAR-OLDS

- No more than 3 hours a day on a school night
- No more than 18 hours a week during the school year
- May not work before 7 a.m. or after 7 p.m. during the school year
- Summer: may work up to 8 hours/day, up to 40 hours/week, up to 9 p.m., with written parental permission

HOURS OF WORK FOR 16- & 17-YEAR-OLDS

- No more than 8 hours in any one day
- No more than 40 hours in any one week
- Not before 6 a.m. or after 11 p.m.
- Exception: may work after 11 p.m. (up to 3 a.m.) in restaurant or seasonal amusement with written parental permission, when there is no school the next day
- During vacation time, may work until midnight in general employment with written permission

HOURS OF WORK FOR ALL MINORS

- No more than 6 consecutive days
- May not work for more than 5 hours continuously without at least a 30-minute break

SOME RESTRICTED KINDS OF WORK

(Check our laws and regulations for a complete list of prohibited occupations)

- Must be 16 to operate power-driven machinery, such as power lawn mowers
- Must be 16 to work in any establishment covered by a liquor license, with some exceptions:
 - * 16-year-olds may work in restaurants and some areas of hotels as a bus person, host, dishwasher, cook, or food runner
 - * 14-year-olds may be employed as caddies or beach attendants, providing the premises are not licensed for the consumption of alcohol

Must be 18 to:

- Clean or operate dough brakes or mixing machines
- Operate compactors or trash compactors
- Clean or operate slicing machines

MINIMUM WAGE

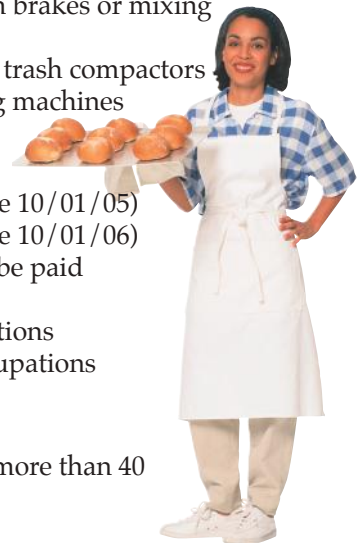
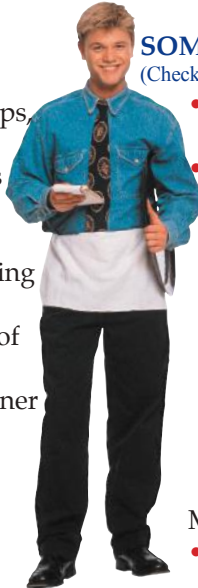
- \$6.15 per hour (effective 10/01/05)
- \$7.15 per hour (effective 10/01/06)
- Minors under 18 must be paid minimum wage in:
 - * food service occupations
 - * hotel and motel occupations

OVERTIME

- Minors may not work more than 40 hours per week.

ADDITIONS TO WAGES

- In addition to cash wages, some workers receive gratuities such as tips, meals, or lodging. The employer must keep weekly records that document those additions to wages, to ensure that the worker is receiving the minimum wage for each week worked.



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