

EMPLOYMENT STANDARDS FACT SHEET

YOUNG PERSONS (15, 16 and 17 years of age)

The Employment Standards Regulation sets out the requirements and conditions for employment of young persons (15-17 years of age).

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1. Are there restrictions on employment?

Yes. In certain types of employment there are restrictions as to what hours a young person can work and to the level of supervision required.

2. What are the restrictions?

If a young person is employed in a:

- hotel, motel, or any other place that provides overnight accommodation to the public, or
- the premises of any retail business selling:
 - food or beverages, whether alcoholic or not,
 - any other commodities, goods, wares or merchandise, or
 - gasoline, diesel fuel, propane or any other product of petroleum or natural gas,

the young person must work with and be in the continuous presence of at least one individual 18 years of age or older during the hours 9:00 p.m. to 12:01 a.m.

The young person cannot work at all in these types of employment from 12:01 a.m. to 6:00 a.m.

For **any other type of employment** for young persons, the following restrictions apply:

- they cannot work when they are required to attend school (see question 3), and
- if they are working from 12:01 a.m. to the following 6:00 a.m. they must work with and be in the continuous presence of at least one person 18 years of age or older, and the parent or guardian of the young person must give written consent prior to the commencement of employment.

3. Can a young person be employed during normal school hours?

An individual under 16 years of age is required to attend school. Therefore, he or she cannot be employed during normal school hours unless they are enrolled in an off-campus education program provided under the School Act.

Examples of such programs are the Work Experience Program, Registered Apprenticeship Program (RAP), Green Certificate and vocational training.