

BDS Fiscal Policy of Employing Youth as Caregivers

A minor must be at least 16 years old in order to work through BDS Fiscal.

Laws regarding minors aged 16 and 17:

- **They do NOT have to obtain a work permit prior to beginning work. Wisconsin will not issue work permits for minors ages 16 or 17.**
- They may not be employed more than 6 days per week.
- They may not be employed more than 5 hours per day on school days, except the last school day of the calendar week. They may not be employed more than 8 hours per day on the last school day of the calendar week and on non-school days.
- They may not be employed more than 26 hours per week during calendar weeks that their school is in session. They may not be employed more than 32 hours per week during calendar weeks in which their school is in session less than 5 days per week.
- They may not work more than 6 consecutive hours without a 30-minute meal period duty free meal break. Meal periods should be near the usual times of 6 a.m., 12 a.m., 6 p.m. and 12 p.m.
- They may not be employed before 7:00am on school days or before 5:00am on non-school days.
- During school weeks, they may not be employed after 11:00pm on days preceding school days nor after 12:30am on days not preceding school days.
- During weeks in which they are not required to attend school, they may be employed at any time of day but shall be under direct adult supervision between the hours of 12:30am and 5:00am.
- If employed after 11:00pm, they must receive at least 8 consecutive hours of rest between the ending of work and the beginning of work the next day.

Exceptions:

- Minors 16 and 17 years of age who have graduated from high school or have passed the general education development test are exempt from these limitations and may be employed without restrictions on their hours of labor.
- Minors 16 and 17 years of age who are living independently and supporting themselves, married, head of a household, or enrolled in an accredited school designed to prepare the minor to pass the general education development test or obtain a high school equivalency diploma may work up to 40 hours per week. The daily hour limits and time of day restrictions do not apply.
- The daily hour limits and time of day restrictions do not apply to students who are home-schooled. The limits and restrictions DO apply to students who are schooled at home.

My signature below indicates that I have read and understand Wisconsin and federal employment of minors laws and I agree to abide by them. If I have any questions, I know that I can contact BDS Fiscal and/or review the Department of Workforce Development Administrative Code Chapter 270, Child Labor.

Parent/Employer Signature

Employee Signature

Date

Name of child receiving services