



Assemblage LLC Bi-Weekly Newsletter

Message from Kellé

Hello there!

As we go into the start of a new year, it's time to start thinking about how to improve your business strategies and workflow! As your accounting



professionals, Assemblage LLC can be an invaluable resource as our expertise spans from guiding you at startup and beyond building a strong accounting and business administrative foundation, to hiring the right candidates. In this edition, we will touch on hiring minors. You may also find these previous newsletters helpful as they goes into more detail about employing your children ([Hiring your Kids, Part 1](#)) ([Hiring Your Kids, Part 2](#)).

Be sure you subscribe to our newsletter for more FREE helpful guidance. As always, we would be honored to serve your business in the area of accounting, bookkeeping, business strategy and administration, and recruiting. Contact us today for a free consultation.

Your Virtual CFO & Business Strategist.

Kellé

Talk to Kellé

5 Things You Need to Know About Hiring Minors

Before you begin hiring minors, here are the five things you should know to help understand your employer responsibilities.

1. The Fair Labor Standards Act

Employers who want to hire minors need to understand the [Fair Labor Standards Act](#) (FLSA). The FLSA creates strict standards for minor employment, including:

- Ages allowed for employment
- Industries permitted
- Workable times and hours
- Safety requirements

You should know about and post the [FLSA Minimum Wage Poster](#) where all employees can see it. The poster lists the minimum age requirements.

The Department of Labor (DOL) enforces federal laws for minor employment as determined by the FLSA. But states can create and enforce stricter minor labor laws. Check with your state for specific laws.

2. Hazardous jobs

The FLSA creates laws meant to protect minor employees, especially those [declared hazardous](#) by the Secretary of Labor. Generally, minors cannot work hazardous jobs, including:

- Mining
- Demolitioning
- Roofing
- Operating a motor vehicle
- Manufacturing brick, tile and related materials
- Trenching
- Using power-driven machinery or tools*

*Power-driven machinery or tools is a broad category that includes bakery machinery, balers, chainsaws, etc. Check the [DOL's resources](#) for more information.

3. Ages for employment

Consider the age of the minor you are considering hiring. Why? The minor's age determines what work the minor employee can perform.

[Per the FLSA](#), children can work in agricultural and non-agricultural positions, but their age determines what work they can and cannot do. Examples of jobs children can do include:

- **Under age 14:** Delivering newspapers, acting or performing, babysitting, working for their parents' business and doing any non-hazardous farm work
- **Ages 14 or 15:** Working in retail, tutoring, dishwashing, stocking items and doing yard work that does not use power-driven machinery
- **Ages 16 or 17:** Any non-agricultural job not declared hazardous by the Secretary of Labor and any agricultural job regardless of hazard

If you employ a minor child in a non-agricultural job and the child is under age 14, the work cannot be part of the [FLSA's 17 hazardous occupations](#). Agricultural jobs allow children under the age of 12 to work only if the work is on a small farm that is exempt from federal minimum wage provisions. In addition, the work must be non-hazardous.

4. Hours minors can work

As summer dwindles into autumn, minors return to school. With school in session, the hours children can work are restricted. The age of the employee also determines when and how long you can allow the employee to work.

The FLSA laws state that minors 15 years old and younger can only work outside of school hours when school is in session. And, the FLSA caps the hours minors can work when school is **not** in session.

If the child you employ is 15 years and younger they can only work:

- A maximum of three hours per school day, including Fridays
- Up to 18 hours per week when school is in session
- A maximum of 40 hours per week when school is *not* in session (up to eight hours per day)

- Between 7 a.m. and 7 p.m. when school is in session (between 7 a.m. and 9 p.m. from June 1 through Labor Day)

If you are looking to hire a minor who is 16 or 17 years old, the child can work unlimited hours [per FLSA regulations](#). But, your state may have more restrictive laws. Check your state's rules as you must follow the more protective laws.

5. Wages for minor employees

On top of federal and state [minimum wage laws](#) for adult employees, you need to know the legal wages for minor employees.

[According to FLSA guidelines](#), you must pay at least federal minimum wage. But, states or localities may have a higher minimum wage. In states or localities with a higher minimum wage, you must pay minor employees the higher of the two wages. You must also be aware of the FLSA youth minimum wage, too. The youth minimum wage is \$4.25 per hour for the first 90 continuous calendar days of employment. You can choose to pay minors \$4.25 per hour rather than the federal, state, or local minimum wage. And, the youth minimum wage expires after 90 calendar days. After 90 days, you must pay at least the federal minimum wage.

The 90 calendar days are consecutive. If a minor employee leaves before the 90 calendar days expire but returns to work after what would have been their 90th day of employment, you cannot reset the 90 days. Instead, you must pay the minimum wage.

Some states may have a youth minimum wage lower than the federal youth minimum. However, you must pay the higher of the two.

Do you live in a state that does not allow a youth minimum wage? You must pay either the federal, state or local minimum wage, whichever is highest.

You must abide by state or local laws regarding how frequently you must pay all employees. But, how should you pay minors? You can pay employees in a variety of ways as long as the total rate equals at least the minimum wage, including:

- Hourly
- Salary
- Date rate
- [Piece rate](#)
- A combination of rates

As with all employees, make sure to collect all necessary [new hire paperwork](#), such as Form W-4, a state W-4 form, Form I-9, etc.

The FLSA does not require minor work permits, but some states do. Check with the state to see if the minor employee needs a work permit. If the state requires a work permit, failing to obtain one could result in fines or penalties.

Consult with Kellé about hiring minors

Monthly Raffle Winner!



Our September Raffle winner is Emmanuel Evans! They won a Starbucks giftcard! Congratulations and thank you for your support!

Want Bonus Entries to the Monthly Raffle??

Newsletter subscribers are automatically entered into our monthly prize drawing. But you can get *BONUS* entries!

For every person that signs up for our newsletter and includes your name and/or email in the "How did you hear about us?" section you will get ONE BONUS ENTRY.

Just send people [This Link](#) so they can sign up! Get those bonus entries!!



In ADDITION! You can get ONE Bonus Entry for EVERY SOCIAL MEDIA SITE you follow us on.

Our Facebook, Instagram, Twitter, and LinkedIn are linked below



Helpful Tip



[Learn More](#)

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain [targeted groups](#) who have consistently faced significant barriers to employment. If you have employees that qualify as a targeted group make sure you talk to your accountant about the tax credit possibilities.

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Kristin Davis -- 5 Stars

Kelle is a skilled professional and excellent coach for entrepreneurs seeking to scale their business. She combines years of experience and financial expertise with the appropriate level of coaching to help clients move forward.

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