

**RESTRICTIONS FOR EMPLOYMENT OF MINORS BY PERFORMING ARTS ORGANIZATIONS
IN THE STATE OF MICHIGAN**

1. **All minors** shall have adult supervision at all times.
2. **All minors** shall not work more than 5 continuous hours without a documented 30 minute uninterrupted meal and rest period. An interval of less than 30 minutes shall not be considered to interrupt a continuous period of work.
3. **All minors** may not work for more than 6 days in 1 workweek.
4. When performances require a school aged minor to be on tour during the school year, a state certified teacher must accompany the minor.
5. **A minor under 16 years old** may not be employed in establishments where alcoholic beverages are sold at retail unless the sale of food or other goods constitutes at least 50% of the total gross receipts. Minors under 16 years old cannot work in the part of the establishment where alcohol is consumed or sold for consumption on the premises.
6. **Infants 15 days to 5 months old** shall be permitted at the place of employment for a maximum of 2 hours. Each 2 hour period shall consist of not more than 20 minutes of work. They shall not be employed between the hours of 4:30 p.m. and 9:30 a.m. Under no conditions shall they be exposed to light exceeding 100 foot-candles for more than 30 seconds at a time. A nurse must be present for each 3 or fewer infants aged 15 days to 5 weeks and for each 10 or fewer infants aged 6 weeks to 5 months. A parent or guardian must always be present.
7. **Minors 6 months to 1 year old** shall be permitted at the place of employment for a maximum of 4 hours. Each 4 hour period shall consist of not more than 2 hours of work. They shall not be employed between the hours of 7:00 p.m. and 6:00 a.m.
8. **Minors 2 years to 5 years old** shall be permitted at the place of employment for a maximum of 6 hours. Each 6 hour period shall consist of not more than 3 hours of work. They shall not be employed between the hours of 9:00 p.m. and 6:00 a.m.
9. **Minors 6 years to 8 years old** shall be permitted at the place of employment for a maximum of 8 hours. Each 8 hour period shall consist of not more than 4 hours of work. On days when a minor's school is not in session, work time may be increased to 6 hours. They shall not work between the hours of 10:30 p.m. and 6:00 a.m.
10. **Minors 9 years to 13 years old** shall be permitted at the place of employment for a maximum of 9 hours. Each 9 hour period shall consist of not more than 5 hours of work. On days when a minor's school is not in session, work time may be increased to 7 hours. They shall not work between the hours of 10:30 p.m. and 6:00 a.m.
11. **Minors 14 years to 15 years old** shall be permitted at the place of employment for a maximum of 10 hours. Each 10 hour period shall consist of not more than 10 hours of work. They shall not work more than 48 hours in a workweek. They shall not work between the hours of 10:30 p.m. and 6:00 a.m. on days preceding school days and 12:30 a.m. and 6:00 a.m. on days preceding non-school days.
12. **Minors 16 years to 17 years old** shall be permitted at the place of employment for a maximum of 10 hours. Each 10 hour period shall consist of not more than 10 hours of work. They shall not work more than 48 hours in a workweek. They shall not work between the hours of 11:30 p.m. and 6:00 a.m. on days preceding school days and 12:30 a.m. and 6:00 a.m. on days preceding non-school days.

The Department of Labor & Economic Growth may revoke this approval if the employment is determined to be detrimental to the health or personal well being of the minor, the minor is not adequately supervised, or the minor's education is neglected.