

Pennsylvania

Employment of Minors in Entertainment A-Z

Current as of 10/1/2016

Babies: Infants under one month require written certification from a licensed physician. [Section 5 (c) (3) (iv)]

Definition of Employment: Providing artistic or creative services to a live audience or recorded for exhibition on the radio, on television, in a movie, over the internet, in a publication or via any other broadcast medium to an audience. This term includes modeling and any substantial* participation in reality and documentary programming as well as any associated rehearsal periods.

*Substantial means the minor is a principal subject of the reality program or lasting 10 or more days within a 30 day period. [Section 2, 5 (a) (1) (2) (iii)]

Definition of Minor: An individual under 18. [Section 2]

Education: When school is in session, permit application forms must include verification that work will not interfere with academic needs and that arrangements have been made for a qualified teacher or tutor, signed by a school official (principal, district officer, etc.) approving the subjects for tutoring and number of tutoring hours per week. [Section 5 (3) (v) (D)]

Extensions/Waivers: Minors age 14-17, with permission from school, may work up to 8 hours for no more than two consecutive days. Additionally, the state may waive by application any or all of these labor requirements, with the exception of the "Live Performances" rule. Application forms must be submitted 48 hours in advance. [Section 5 (c) (7) (d) (7)]

Graduation/Emancipation: The Child Labor Act may not apply to minors who are graduated, exempt from compulsory school attendance or emancipated. [Section 5 (e) (2) (ix) (l) (1)]

Live Performances: No more than 3 per day or 10 per calendar week (Sun-Sat). [Section 5 (b) (3)]

Meal Period: Meal periods of 30-60 minutes are not counted toward maximum hours or non-work time at place of employment. [Section 5 (d) (8)]

Parental/Guardian Presence: Permitted to be within sight and sound at all times. [Section 5 (b) (5)]

Rest Period: No minor may be employed more than 5 hours without a 30 minute rest period. [Section 3 (a)]

Studio Teacher/Tutor: Employer's who guarantee 3 or more consecutive days of employment, shall provide a qualified private tutor, who has an instructional certificate approved by the PA Department of Education or a certified teacher with a comparable certificate from the state where the minor resides from day one. [Section 5 (f) (1)]

Teacher During Hiatus: Teachers shall be provided during hiatus periods unless the minors are able to return to school of enrollment. [Section 5 (f) (3)]

Teacher Ratio: 1 teacher per 10 minors unless all minors are within two grade levels, in which case 1 teacher per 20 minors. [Section 5 (f) (4)]

Turn Around: 12 Hours must elapse between minor's dismissal and next day call time or school start time. [Section 5 (d) (11)]

Trust Accounts: Parents shall establish an irrevocable child performer trust account with a qualified institution if the minor is entitled to receive residual earnings in excess of \$2500 and provide to the employer the necessary information to transfer 15% of gross earnings. [Section 5 (e) (1) (2) (i-iii)]

Work at home: The law does not govern the amount of hours a minor may remain at their private residence when providing services therein. [Section 5 (d) (12)]

Work Day: The law does not govern the amount of hours a minor may remain at their private residence when providing services therein. [Section 5 (d) (12)]

Work Hours: The amount of time minors are permitted at the place of employment within a 24-Hr. period is limited by age (see chart below). [Section 5 (d)]

Work Permits: Issued by the PA Dept. of Labor and Industry and required for all minors for the duration of the job. Permits are valid and renewable for up to six months. Application forms are signed by parent, employer & school. [Section 5 (b) (c) (1) (3) (i)]

Work Week: Minors may not be employed more than 6 consecutive days in 7. [Section 3 (b)]



Age	Max Work Time	Education	Rest & Recreation	Meal Period	MaxTime at Venue
0 to 5+ months	2 hours	0		30-60 min	4.5 hours
6 mo to 1+ yr	2 hours	0	2 hours	30-60 min	4.5 hours
2 yrs to 5+ yrs	3 hours	0	3 hours	30-60 min	6.5 hours
6 yrs to 8+ yrs	4 hours	4 hours non-work time split between rest & education on days when school is in session. [Section 5 (d) (9)]		30-60 min	9.5 hours
9 yrs to 15+ yrs	5 hours			30-60 min	10.5 hours
16 yrs to 17+ yrs	6 hours			30-60 min	10.5 hours