

Child Labor

Hours and Times of Day **Minors May Work in Wisconsin** 

# Notice to Employees About Applying for Wisconsin Unemployment Benefits

State and federal laws do not limit the hours that minors 16 years of age or over may work, or permitted to work during hours of required school attendance under Wis. Stat. § 118.15. rk, except that they may not be employed

State and federal laws also permit minors under 16 to work up to seven days per week in the delivery of newspapers and agriculture. In most other types of labor, minors under 16 may only work six days a week.

Most employers must obtain work permits for minors under 16 before permitting them to work. For further information, see the Wisconsin Employment of Minors Guide (ERD-4758-P)

Maximum Hours of Work for 14 & 15 year-old minors	After Labor Day through May 31	June 1 through Labor Day
Daily Hours		
Non-School Days	8 hours	8 hours
School Days	3 hours	3 hours
Weekly Hours		
Non-School Weeks	40 hours	40 hours
School Weeks	18 hours	18 hours
Permitted Time of Day	7am-7pm	7am-9pm

Employers subject to both federal and state laws must comply with the more stringent section of the two laws

State child labor laws prohibit work during times that minors are required to be in school, except for students participating in work experience and career exploration programs operated by the school.

Minors under 16 years of age are limited to the maximum hours and time of day restrictions even though they may work for more than one employer during the same day or week.

Minors under 14 years of age are allowed to work in certain occupations (e.g., street trades, agriculture, and work in school lunch programs. See the Wisconsin Employment of Minors Guide, ERD-4758-P, for more detail). These minors are subject to the same hourly and time of day restrictions as minors who are 14 or 15 years of age.

Minors under 18 years of age may not work more than 6 consecutive hours without having a 30-minute, duty free meal period.

Minors 16 & 17 years of age who are employed after 11:00 pm must have 8 hours of rest between the end of one shift and the

Minimum Wage for minors is \$7.25 per hour. Employers may pay an "Opportunity Wage" of \$5.90 per hour for the first 90 days of employment. On the 91st day, the wage must increase to \$7.25 per hour.

For further information about the federal child labor laws call (608) 441-5221, or write to U.S. Department of Labor, Wage & Hour, 740 Regent Street, Suite 102, Madison, WI 53715.

For further information about the state child labor laws, call the Equal Rights Division in Madison (608) 266-6860 or Milwaukee (414) 227-4384

> DEPARTMENT OF WORKFORCE DEVELOPMENT - EQUAL RIGHTS DIVISION PO BOX 8928 MADISON WI 53708 Telephone: (608) 266-6860 Website: https://dwd.wisconsin.gov/er/

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information. Please contact the Equal Rights Division at (608) 266-6861 to request information in an alternate format, ncluding translated to another language

# When To Apply

- You are totally unemployed,
- You are partially unemployed (your weekly earnings are reduced), or
- You expect to be laid off within the next 13 weeks and would like to start your benefit vear early

IMPORTANT: Your claim begins the week you apply. To avoid any loss of benefits apply the first week you are unemployed. Do not wait until the week is over

# Have This Information Ready To Apply:

- A username and password for filing online
- A valid email or mobile number
- Your social security number
- □ Your Wisconsin driver license or identification number
- □ Your work history for the last 18 months:
  - Employers' business names \*
  - Employers' addresses (including zip code) \*\*
  - Employers' phone numbers
  - First and last dates of work with each employer
  - Reason no longer working with each employer
- □ Your alien registration number, document number and expiration date, if you are not a U.S. citizen
- □ Form DD214 (Member 4 copy), if you served in the military in the last 18 months
- □ Form SF-50 or SF-8, if you are a federal civilian employee
- □ Name and local number of your union hall, if you are a union member

otice to Employers: All employers covered by Wisconsin nemployment Insurance law are required to prominently dis is poster where employees will easily see it. If employers do ave a permanent work site regularly accessed by employees nave a permanent work site regularly accessed by employees, an ndividual copy is to be provided to each employee. For additional sopies go online at: https://dwd.wi.gov/dwd/publications/ui/notice.htm rr call (4/14) 438-7705. Please enter your UI Account business name and address in the box (at right) for employee reference.

Notice to Employees: The federal Social Security Act requires that you give us your social security number. It will be used to verify your identity and determine your eligibility. If you do not provide your social security number, we cannot take your claim.

UCB-7-P (R. 09/2019)

# How To Apply

# STEPS TO APPLY ONLINE:

1. Type into the internet browser:

# my.unemployment.wisconsin.gov

- 2. Read & accept Terms and Conditions
- 3. Create a username and password
- 4. Logon to access online benefit services
- 5. Complete your application

# Apply Online During These Times

Sunday Monday – Friday Saturday

9:00 AM - 5:00 PM 6:00 AM - 7:00 PM 9:00 AM - 2:30 PM

For help using online services or if you are truly unable to go online call (414) 435-7069 during business hours

> For more information about unemployment insurance, visit our website

dwd.wisconsin.gov/ui



### \*\* Employer Business Name & Address

DWD is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please dial 7-1-1 for Wisconsin Relay Service. Please contact the Unemployment Insurance Division at (41) 435-7080 to request information in an alternate format, including translated to another language.

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