

Nebraska Child Labor Laws

Ages 14 and 15

In Nebraska, employers must obtain youth employment certificates before employing any minors under the age of 16. These certificates must be accessible to the Nebraska Department of Labor (NDOL).

Employers must also keep at least two complete lists of minors under the age of 16 who work under these certificates. One of these lists must be on file, while the other must be conspicuously displayed near the principal entrance to the building where the minors are employed.

Until July 18, 2022, Nebraska requires the superintendent of the school district where the child resides to approve each youth employment certificate.

Beginning July 19, 2022, each youth employment certificate will be authorized by the principal of the school the child attends. When the school principal is not available, the certificate may be approved by someone authorized by the chief administrative officer of the school or the superintendent of the school district in which the child resides.

For the protection and best interests of youth workers, an already existing child labor provision indicates that no individual is allowed to approve a certificate for a minor to work for the authorizer, as well as for the authorizer's affiliated firm or business (affiliation can be as an employee, member or officer).

State law allows youth 14 or 15 years of age to work:

- Up to eight hours per day
- Up to 48 hours per week
- Between 6 a.m. and 10 p.m.

Federal hour restrictions:

- Not more than three hours on a school day;
- Not more than 18 hours in a school week;
- Not more than 8 hours on a non-school day;
- Not more than 40 hours in a non-school week; and
- Not before 7 a.m. nor after 7 p.m. (9 p.m. from June 1 through Labor Day).

For more federal regulations, click [here](#).

The NDOL is authorized to issue a special permit to allow the employment of 14- and 15-year-olds before 6 a.m. or after 10 p.m. provided there is no school scheduled the following day and after an inspection of the working conditions at the business premises. The special permit may be issued for periods not to exceed 90 days and may be renewed. The fee for each special permit or renewal shall be \$10.

Special permits cannot be issued if the business falls under federal law.

Ages 16 and 17

State law prohibits youth 16 or 17 years of age from working in any occupation that is dangerous to life or limb. Similarly, occupations for these youth may not pose a risk to "injure their health" or "deprave their morals."

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the State Laws section. For more detailed information regarding state or local laws, please contact your state labor department or the appropriate local government agency.