

West Virginia Child Labor Laws

West Virginia's child labor laws apply only to the employer-employee relationship. This means that child labor laws do not apply to casual relationships that involve babysitting, running errands and mowing grass for family, friends and neighbors.

In addition, the West Virginia Division of Labor has stated that child labor laws in the state do not apply to:

- Domestic services provided within the residence of the employer
- Work performed for a parent or legal guardian in their solely owned business, excluding any occupations that have been determined as hazardous
- Work as an actor or actress in motion pictures, theatrical, radio or television productions
- Newspaper delivery
- Agricultural occupations that have been determined as nonhazardous by the U.S. Department of Labor

Employers should review the [West Virginia Child Labor Laws General Reference Guide](#) for more information about child labor laws and occupation restrictions.

Minors 13 Years of Age and Younger

In general, employers cannot hire minors under the age of 14 for gainful employment.

Ages 14 and 15

West Virginia requires prospective employers for 14- and 15-year-olds to obtain a work permit before the minors begin working. Work permit forms may be obtained directly from the West Virginia Division of Labor's website (www.labor.wv.gov) or the local County Board of Education. A new work permit must be obtained each time a 14- or 15-year-old is employed, even when the minor has worked for the same employer in a previous year or term. The same applies whenever the conditions of employment change, such as the type of job duties being performed or equipment being used.

In addition, youth who are 14 or 15 years of age are allowed to work:

- Up to three hours on a school day, including Fridays (eight hours when school is not in session)
- Up to 18 hours per week (40 hours when school is not in session or when school is not open for the entire week during the regular school term)
- Between 7 a.m. and 7 p.m. (9 p.m. when school is not in session, typically between Memorial Day and Labor Day)

Finally, employers must provide 14- and 15-year-olds at least one 30-minute break for every period of five or more hours of work in any one day.

Ages 16 17

The hour, time and work permit requirements mentioned above do not apply to 16- and 17-year-olds. Minors who are 16 years of age and older are subject to the same break and lunch requirements provided to adults.

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.