#### APPLYING FOR A JOB?

Young workers (Ages 12 to 17) need a work permit from the school. A work permit needs to be renewed every school year.

### ABOUT US

The <u>vision</u> of the Labor Commissioner's Office (LCO) is to empower workers and employers to transform workplaces where wellness and justice thrive, and communities prosper.

The <u>mission</u> of the LCO is to ensure a just day's pay in every workplace in the State and to promote economic justice through robust enforcement of labor laws. By combating wage theft, protecting workers from retaliation, and educating the public, we put earned wages into workers' pockets and help level the playing field for law- abiding employers. This office is also known as the Division of Labor Standards Enforcement (DLSE).

### Speak Up and Fight Wage Theft!

Contact the nearest Labor Commissioner's Office and file a Wage Claim or Report a Labor Law Violation.

### **GET IN TOUCH!**



Email: YAP@dir.ca.gov



833-LCO-INFO



www.dir.ca.gov/dlse/districtoffices.htm



www.dir.ca.gov



Change starts with you!



# LABOR COMMISSIONER'S OFFICE



YOUTH ADVOCATE PROGRAM

YAP

Hours	Hours	Hours
for Ages	for Ages	for Ages
16 and	14 and	12 and
17	15	13
School in Session: 4 hours per day on any school day; 8 hours on any non- school day or day before school day; 48 hours per week	School in Session: 3 hours per school day outside of school hours; 8 hours on any non- school day; 18 hours per week	School in Session: only work during school holidays & vacation ; Never work on any school day, either before, during or after school
School	School	School
not in	not in	not in
Session:	Session:	Session:
8 hours	8 hours	8 hours

per day;

40 hours

per week

per day;

40 hours

per week

per day;

48 hours

per week

## Know Your Workplace Rights!

Minimum Wage is the same for adults and minors.

Minimum Wage for 2025 \$16.50 regardless of the size of the employer.

For Employers w/26 or more workers

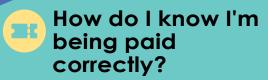
in 2024 \$16.00 per hour in 2023 \$15.50 per hour in 2022 \$15.00 per hour in 2021 \$14.00 per hour

For Employers w/25 or less workers

in 2024 \$16.00 per hour in 2023 \$15.50 per hour in 2022 \$14.00 per hour in 2021 \$13.00 per hour Need a Break!

- If you work more than 5 hours per day, you get a 30 minute uninterrupted lunch break (not paid); unless you only work 6 hours you can waive your lunch break and
- For every 4 hours worked per day you get a paid net 10 minute rest break





## Your employer should give you a paystub that contains:

- Amount of hours you worked,
- Dates you worked (pay period)
- Rate of pay, taxes, sick leave balance and usage
- Name and address of your employer



"I'm sick and can't work".

If you work within California and with your employer for 30 days, you are entitled to earn 1 hour of sick leave for every 30 hours you work. Your employer can limit your sick days to 5 days/40 hours per calendar year.

### Retaliation is illegal!

When you exercise a workplace right like asking for paid sick leave, your employer cannot take negative action against you for exercising your rights at work!