

● 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 vision 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 mission 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

Y A P

Hours for Ages 16 and 17

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

Hours for Ages 14 and 15

School
in
Session:
3 hours
per
school
day
outside
of
school
hours;
8 hours
on any
non-
school
day;
18 hours
per week

Hours for Ages 12 and 13

School
in
Session:
only
work
during
school
holidays
&
vacation
; Never
work on
any
school
day,
either
before,
during
or after
school

School
not in
Session:
8 hours
per day;
48 hours
per week

School
not in
Session:
8 hours
per day;
40 hours
per week

School
not in
Session:
8 hours
per day;
40 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



How do I know I'm being paid correctly?

**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!