



EMPLOYMENT STANDARDS  
KANSAS DEPARTMENT OF HUMAN RESOURCES  
1430 SW TOPEKA BLVD 3RD FLOOR  
TOPEKA KS 66612-1880

(785) 296-4062

# Notice of Hours (CHILD LABOR)

**IT SHALL BE A VIOLATION OF LAW** for any child under sixteen (16) years of age to be employed, permitted or suffered to work in this business establishment before 7 a.m., or after 10 p.m., on days preceding a school day, or for more than eight (8) hours per day, or forty (40) hours per week when school is not in session.

**FURTHER, IT SHALL BE A VIOLATION OF LAW** to employ, permit, or suffer to work any child under eighteen (18) years of age in any vocation which has been declared by Rule or Regulation of the Secretary of Human Resources to be dangerous or injurious to the life, health, morals, or welfare of a minor.

**WORK PERMITS SHALL BE REQUIRED** when the minor is under sixteen (16) years of age and **ONLY** when such minor is **NOT** enrolled in or attending any secondary school.

**NOTICE OF HOURS (KSA 38-605)** that every employer shall keep this notice posted in a conspicuous place near the principal entrance in an establishment where children under sixteen (16) years of age are employed, permitted, or suffered to work. This notice shall state the maximum number of hours each child may be required, or permitted to work, on each day of the week, the hours of commencing and stopping work, and the hours allowed for dinner and other meals.

This poster is not required and should not be posted if you are covered under the Federal Child Labor Laws. If you are unsure, it is suggested that you contact the US Department of Labor for information. You may contact one of the following federal offices:

Wage and Hour Division  
106 S. 15th  
Omaha, NE 68102  
402-221-4682

Wage and Hour Division  
Gateway Tower II  
400 State Ave., #706  
Kansas City, KS 66101  
913-551-5721

