

Basic Guidelines

Specific SLE Regulations

“. . . training site experiences may not exceed five hours on any day that school is in session nor may the combination of school and work exceed eight hours on any day that school is in session.”

<http://www.njsafeschools.org/FAQ/4.html>

34:2-21.3. Minors under 18; hours of labor

You may work up to 40 hours in a week, no “more than six consecutive days in any one week, or more than 40 hours in any one week, or more than eight hours in any one day.”

http://lwd.dol.state.nj.us/labor/wagehour/lawregs/child_labor_law.html#2213

34:2-21.4. Lunch period for minors under 18

“No minor under eighteen years of age shall be employed or permitted to work for more than five hours continuously without an interval of at least thirty minutes for a lunch period, and no period of less than thirty minutes shall be deemed to interrupt a continuous period of work.”

http://lwd.dol.state.nj.us/labor/wagehour/lawregs/child_labor_law.html#2213

If the SLE is a paid position and you are not yet 18, you must have working papers (refer to your site approval email for details about obtaining those) and the following applies:

“New Jersey's state minimum wage rate is **\$8.60 per hour**. This is greater than the [Federal Minimum Wage](#) of \$7.25. You are entitled to be paid the higher state minimum wage. The minimum wage applies to most employees in New Jersey, with limited exceptions including [tipped employees](#), some student workers, and other exempt occupations . . . Employees at nonprofit or religious summer camps or retreats are exempt from the minimum wage between June and September. Unlike most other states, seasonal and agricultural workers are **not** exempt from the minimum wage. New Jersey employers may not pay you under \$8.60 per hour unless you or your occupation are specifically [exempt from the minimum wage](#) under state or federal law.

<https://www.minimum-wage.org/new-jersey>

“The ‘Youth Minimum Wage Program’ allows young workers under the age of 20 to be paid a special minimum wage of \$4.25 per hour for the first 90 days of employment with any employer. After the first 90 days have passed (or when the employee turns 20, whichever comes first) the employee must be given a raise to the [full minimum wage](#). This exemption is designed to serve as a ‘training program’ for young workers, although many workers and organizations see it as unnecessary and unfair.”

<https://www.minimum-wage.org/articles/minimum-wage-exemptions>

“Full time and vocational students

Many exemptions apply to student workers, both from high school and college. Certain employers, including retail or service stores, agriculture, or colleges and universities, are permitted to pay full time students as little as 85% of the minimum wage as long as they are registered students (the business must get a certificate allowing them to do so from the Department of Labor under the ‘Full-Time Student Program’). Furthermore, the ‘Student-Learner Program’ allows any student age 16 or older and enrolled in a vocational school to be hired for as little as 75% of the regular minimum wage (employers must also have a certificate from the DOL). These exceptions are designed to allow businesses to hire inexperienced workers at a reduced rate, and are meant to be an ‘educational program’ for the student workers.”

<https://www.minimum-wage.org/articles/minimum-wage-exemptions>