



# YOUTH EMPLOYMENT

30 MINUTE



**MEAL PERIOD**  
EVERY 4 HOURS  
WORKED

NO WORK DURING  
SCHOOL HOURS



NO WORK IN  
HAZARDOUS  
ENVIRONMENTS



## 14-15 YEARS OLD

An "APPLICATION FOR A  
MINOR'S EMPLOYMENT  
CERTIFICATE"

must first be completed and  
submitted to the  
Wage & Hour Division of the  
Guam Department of Labor

### CONDITIONS OF EMPLOYMENT

- May not start work before 7:00 AM
- May not work after 7:00 PM
  - ◊ Except from June 1st through Labor Day, may not work after 9:00 PM
- May not work more than 3 hrs. on a school day
  - ◊ On non-school days, may work 8 hrs. a day
- May not work more than 18 hrs. during a school week
  - ◊ On non-school weeks, may work 40 hrs. a week
- Combined work and school hours shall not exceed 9 hrs. in a day

## 16-17 YEARS OLD

A "APPLICATION FOR A MINOR'S EMPLOYMENT  
CERTIFICATE" is NOT required.



### CONDITIONS OF EMPLOYMENT

- May not start work before 6:00 AM
- May not work after 10:00 PM on a school night
  - ◊ On non-school nights (Fri-Sat, Holidays) may work until 12 midnight
- May not work more than 8 hrs. a day
- May not work more than 40 hrs. a week



**To file a complaint**, or for  
more information regarding  
Minor/Youth Employment,  
please contact GDOL,  
**WAGE AND HOUR DIVISION**

**americanjobcenter**  
**GUAM**

For more inquiries on employment and training  
programs available, please contact  
The American Job Center

Email: [wage.questions@dol.guam.gov](mailto:wage.questions@dol.guam.gov)  
Telephone: (671) 300-4602 / 475-7024  
Website: [www.dol.guam.gov/compliance/whd](http://www.dol.guam.gov/compliance/whd)

Telephone: (671) 475-7000/7001  
Website: [www.hireguam.com](http://www.hireguam.com)