

# Tech In The News

## Assignment: YouthRules

**Headphones Needed:**       **YES**                       **NO**

Step One:

Read the Article at the bottom of this document.  
Navigate to this [WEBSITE](#) Review the information in this site.  
Click on KNOW THE RULES for your Age.

Step Two:

With your partner, create a Word document, and list the rules for your age.

Step Three:

With your partner, discuss if teens should or should not be paid the minimum wage for summer/part time work. What are the pros and cons from the viewpoint of the employer and from the viewpoint of the teen workers. List the pros/cons in a table format.

Submit Your  
Assignment :

SummerMoney\_Yournames

To Mr. Amerikaner  
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## BUSINESS

# Can teens be paid less than minimum wage for a summer job?



Under a U.S. Department of Labor "youth minimum wage" exception, some employees younger than 20 can be paid less than the minimum wage. (Tribune News Service)

By **Karla L. Miller**

JUNE 4, 2016, 3:00 AM

**Q** **uestion:** My teenage son's job last summer was as a counselor at a day camp sponsored by a local private school. Although it was a competitive interview and hiring process, the offered salary was quite a bit below minimum wage.

Because he believed the advantages of the job (working with friends, full-time hours, convenient commute) outweighed the salary, he accepted the position and had a good experience overall. But I've always wondered how the camp could pay its employees so little.

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This has been its practice for years, apparently, and is well known by other parents of teens seeking summer jobs, so I assume it's legal. I didn't ask the school directly for fear of rocking my son's employment boat, but no one I've talked to has a logical explanation.

Any insights? He's interested in applying again this summer, but I'll have to discourage it if the income is insufficient to cover his school year expenses.

**Answer:** The private school that hired your son may be exempt from paying the federal standard minimum wage under a special "youth minimum wage" exception, explained in Labor Department Fact Sheet 32. Under this provision, employees younger than 20 can be paid as little as \$4.25 per hour during the first 90 calendar days after they start working for an employer — although your state's laws may set a higher minimum.

Since your son already worked for this employer last year, that initial 90-day period has expired, so the regular minimum wage should apply this year.

Another explanation may be that the private school has a certificate from the Labor Department allowing it to hire students and disabled workers of any age for less than minimum wage.

This information has been brought to you by YouthRules.gov, a terrific Labor Department resource for any young workers — or parents thereof — who want to know their employment rights.

YouthRules offers a Young Worker Toolkit that spells out restrictions on job types and hours for workers in various age tiers and explains how to file a complaint when an employer breaks the rules. The toolkit also includes plain-language brochures, a printable calendar for recording work hours, and fact sheets on common summer gigs: amusement park jobs, lifeguarding, grocery and restaurant work, farm labor and even door-to-door sales.

As for this summer, if the job your son wants pays too little, perhaps he could fill in the gaps with a side gig or odd jobs, as many adults have to do when the chosen day job doesn't cover the rent. It's a good opportunity for him to practice setting priorities and finding balance while he still has the parental safety net.

And — if you'll pardon my presumptuousness — on behalf of his future roommates and sweethearts, I hope you'll make clear that holding down a job doesn't excuse him from doing his share at home.

*Karla Miller writes about work dramas and traumas for the Washington Post.*

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