

Pentwater Township Library
Youth Employment Standard Act (YESA)

Effective Date: April 2, 2025

Purpose:

To ensure compliance with Michigan's Youth Employment Standards Act (YESA) as amended by 2024 PA 196, the library establishes the following guidelines for employing and engaging volunteers under the age of 18.

Employment & Volunteer Eligibility:

- The library may employ or accept volunteers under the age of 18 in accordance with state and federal labor laws.
- Minors under 16 years of age may work or volunteer only outside of school hours and within the following limits:
 - No more than **3 hours per day** and **18 hours per week** when school is in session.
 - No more than **40 hours per week** when school is not in session.
 - Work hours must be between **7:00 AM - 7:00 PM** (Labor Day - May 31) and **7:00 AM - 9:00 PM** (June 1 - Labor Day).

Work Permit Requirements:

- Until October 1, 2026, work permits for minors will continue to be issued by schools.
- After October 1, 2026, work permits will be issued through the Michigan Department of Labor and Economic Opportunity (LEO).
- All minor employees and volunteers must obtain a valid work permit before beginning work.

Library Responsibilities:

- Ensure that minor employees and volunteers do not exceed the permitted work hours.
- Maintain compliance with all state and federal youth employment laws.
- Update any required postings or notifications regarding minor employment.
- Monitor changes to YESA regulations and adjust policies accordingly.

For any questions or clarifications, the library director will consult legal counsel and LEO as necessary.