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FOR IMMEDIATE RELEASE

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TRENTON – With seasonal hiring in full swing, the New Jersey Department of Labor and Workforce Development (NJDOL) reminds young workers and their families that working papers are required before they start any job. NJDOL is encouraging them to use [MyWorkingPapers.nj.gov](https://myworkingpapers.nj.gov) – the Department’s online platform that streamlines the application process and helps ensure young workers’ rights are protected under state law.

Working Papers are Required

Every New Jersey minor under 18 must have working papers before starting work, and employers are required to register online. Schools are no longer part of the working papers process. Instead, minors, caregivers, and employers receive email updates throughout the process and when a minor’s application has been approved or rejected.

"After school and summer jobs teach young people valuable skills and give them real-world experience, but the key to getting started is working papers," **said Acting Labor Commissioner Kevin D. Jarvis**. "Our online system makes it easy for families to help young people get working papers quickly so they can get to work, and it assists employers in following the state’s labor laws. We have an obligation to do all we can to protect the safety and wellbeing of our greatest resource – New Jersey’s youngest workers."

Since [MyWorkingPapers.nj.gov](https://myworkingpapers.nj.gov) launched in 2023, more than 227,000 minors have applied, with approximately 215,000 applications approved. In addition, nearly 20,000 employers who hire young workers have also registered with NJDOL to date.

How the Working Papers Application Works:

1. A minor must have a job offer before applying for working papers.
2. Employers visit [MyWorkingPapers.nj.gov](https://myworkingpapers.nj.gov) to register and receive a unique eight-digit Employer Unique Code (EUC).
3. The minor completes the online application for working papers, which includes entering their caregiver’s contact information and their potential employer’s eight-digit code.
4. Email prompts notify the minor’s potential employer and caregiver to complete their respective portions of the application.
5. Caregivers upload age verification documents, like a birth certificate, passport, or another official document.
6. The minor can begin working once their application has been approved.

Important Reminders for This Summer Hiring Season

Employers must remember to provide their eight-digit Employer Unique Code (EUC) to all newly hired minors. [Click here](#) for information about permitted jobs and hours.

For **minors**, if this is their first time applying for Working Papers, they must [register here](#) to access the NJ Working Papers Application. A new application must be submitted when a minor changes employers, job titles or duties, including annual and seasonal employment.

An account for **caregivers** is automatically created when a minor submits their working papers application. Applications can only be submitted from a minor’s account. [Returning caregivers can log in here](#).

Key Protections for Young Workers

Minors receive special protections under New Jersey law, including:

- **Age Requirement:** Minors must be at least 14 years old to work in most jobs, [with limited exceptions](#).
- **Fair Wages:** Minors must be paid for all hours worked, with payment provided at least twice per month with detailed pay stubs.
- **Meal Breaks:** Minors cannot work more than six consecutive hours without a 30-minute uninterrupted meal break.
- **Work Hour Limits:** Even during summer, there are restrictions on daily and weekly hours based on age. For minors aged 14-15, work is limited to eight hours each day, with a total of 40 hours per week. For minors aged 16-17, work is permitted 10 hours each day, with a total of 50 hours per week.

- **Earned Sick Leave:** All employees, including minors, can earn up to 40 hours of paid sick leave annually.
- **Right to File Complaints:** Minors can file complaints with NJDOL if their rights are violated or if they face retaliation.

Additional information on young workers’ rights, including permitted jobs, hours, and more can be found at nj.gov/labor/youngworkers.

For more information on work rights for minors, visit: nj.gov/labor/youngworkers.

To learn more about the working papers process, visit: MyWorkingPapers.nj.gov.

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