



## Interpretive Notice & Formal Opinion (“INFO”) #22 Employment of Minors in Colorado

### Overview

- This INFO covers what types of work, hours, and pay are allowed for minors under age 18, under:
  - the [Colorado Youth Employment Opportunity Act \(“CYEOA”\), C.R.S. Title 8, Article 12](#) and other Colorado laws applicable to employees and employers generally; and
  - the federal Fair Labor Standards Act (“FLSA”).<sup>1</sup>
- For information on:
  - *federal* law on minors, see the U.S. Department of Labor (“USDOL”) [Child Labor Bulletin 101](#),<sup>2</sup> or
  - *other Colorado labor laws* covering minors and adults alike, see the [INFOs](#) on each topic.<sup>3</sup>

### Minimum Wages for Minors (C.R.S. § 8-6-108.5(1))

- **Minimum wages adjust annually** for inflation, and are posted on [www.ColoradoLaborLaw.gov](http://www.ColoradoLaborLaw.gov).
- **Colorado minimum wage** laws apply to *all* Colorado employees, regardless of age or the applicable laws concerning types and hours of work. Employers can pay most minors<sup>4</sup> 85% of the full Colorado minimum wage — for example, in 2025, \$12.59 rather than the full \$14.81 minimum — *except*:
  - **Only “non-emancipated” minors**, not “emancipated” minors, can be paid the 85% minimum.
  - **A tip credit of up to \$3.02 per hour** may be applied to the minor minimum wage, making the 2025 Colorado minimum for a tipped minor \$9.57 — *if* all tip requirements (see the [INFO #3](#) series) are met.
  - **Underpaid minors are owed full minimum wage.** Paying 85% of the full minimum is just an *option* employers “may” choose, not a *requirement* to reduce minors’ pay. An employer paying *less than* 85% of the full minimum hasn’t lawfully taken advantage of that option, so it owes the *full* minimum.

**Example 1:** A 14-year old worked for \$9.81 per hour for 10 hours in 2025. The employer *could have* offered and paid 85% of the full minimum (\$12.59 per hour), but didn’t. So the minor is owed \$50.00 in unpaid wages: \$5.00 for each of the 10 hours paid only \$9.81 rather than the full \$14.81 minimum.
- **Higher local minimum wages:** Employers must pay any local minimum wage above Colorado’s, such as in **Denver** — which allows the reduction to 85% for *only* city-certified youth employment program work.<sup>5</sup>

<sup>1</sup> U.S.C. Title 29, Chapter 8; see *also* FLSA regulations, including C.F.R. Title 29, Parts 570–579.

<sup>2</sup> USDOL Wage & Hour Division, [Child Labor Bulletin 101](#), “Child Labor Provisions for Nonagricultural Occupations under the Fair Labor Standards Act,” WH1330 (2016). This INFO details less on federal *agriculture* rules; see [Child Labor Bulletin 102](#), “Child Labor Requirements in Agricultural Occupations under the Fair Labor Standards Act,” WH1295 (2016).

<sup>3</sup> *E.g.*, [INFOs](#) #1 (wage/hour basics), 2 (complaints), 4 (breaks), 6 (paid sick leave), 20 (“time worked” that must be paid).

<sup>4</sup> The term “minor” is defined in the minimum wage law to mean “any person of either sex under the age of eighteen years.” C.R.S. § 8-6-103(5). It excludes “emancipated” minors who: self-support; are married living away from parents; or depend on work for well-being. C.R.S. § 8-6-108.5.

<sup>5</sup> Denver Munic. Code § 58-16(b)(4).

## Coverage of Federal and State Law Restricting Types and Hours of Work

- **Colorado** law covers all **minor<sup>6</sup> employees and independent contractors** performing **any work** that must be paid.<sup>7</sup>
- **Federal** law covers work for *either* (1) employers with annual revenue of at least \$500,000, (2) hospitals, schools, or care facilities, (3) government agencies, *or* (4) any job participating in interstate commerce.
  - *Examples of what federal coverage excludes:*
    - paying an individual for in-home, non-revenue-generating work — babysitting, cleaning, etc.; or
    - businesses with under \$500,000 in revenue — a pretzel cart, a hat kiosk in a mall, etc.
- **Apply whichever is stricter** if both federal and Colorado law apply. *Examples:*
  - *Federal* law has a stricter age minimum (16) for certain tasks, like manufacturing, than Colorado (14).  
→ Apply the stricter standard: 16 is the minimum for manufacturing work in Colorado.
  - *Colorado* has a stricter age minimum (18) for weeks over 40 hours, or days over 8, than federal law (16).  
→ Apply the stricter standard: 18 is the minimum for weeks over 40 hours, or days over 8, in Colorado.<sup>8</sup>

## Work Hour Restrictions (C.R.S. § 8-12-105; [29 C.F.R. 570.35](#))

- **Minors of Any Age:** At most **40 hours** per week, and **8 hours** in any 24-hour period.<sup>9</sup>
- **Under Age 16:**
  - **Nights/mornings:** - no work from **7:00 pm** (or **9:00 pm** from June 1 to Labor Day) to **7:00 am**<sup>10</sup>
  - **School days:** - during **school hours, no work**, except with approval (detailed below)
    - outside school hours but on **school days, 3 hours** maximum (including Friday)<sup>11</sup>
  - **School weeks:** - **18 hours** maximum in weeks with **any school days**

## Work & School Release Permits, & Age Certificates (C.R.S. §§ 8-12-111, -113)

- **No work permit is required** — but **school-hours work** isn't permitted before **age 14**, and **at ages 14–15:**
  - (1) If federal law applies, then federal law allows school-hours work **only under a USDOL-approved work experience, career exploration, or work-study program**, with other requirements, including school and parent agreement.<sup>12</sup>
  - (2) If federal law is inapplicable, or allows the work: **Colorado requires a school release permit** that a school can issue, for up to 30 days, based on a minor's best interests, with parent approval,

<sup>6</sup> "Minor," for the purposes of the CYEOA, means any person under the age of 18, **except** any person "who has received a high school diploma or a passing score on the general educational development examination." C.R.S. § 8-12-103(5); compare with C.R.S. § 8-6-103(5) and 108.5 (footnote 4, above).

<sup>7</sup> Covered "[e]mployment" is any work for "money or other ... consideration, whether paid to the minor or to some other person, including ... as a servant, agent, subagent, *or independent contractor*." C.R.S. § 8-12-103(4) (emphasis added).

<sup>8</sup> "Federal Child Labor Provisions Do Not: . . . limit the number of hours or times of day that workers 16 years of age or older may legally work, though many states do . . ." [Child Labor Bulletin 101](#), p.2

<sup>9</sup> Exceptions to these hours limits: (1) during an emergency the Division authorizes; and (2) in seasonal, piece-rate, harvest work, up to 12 hours per 24 hours, and 30 hours per 72 hours, as of age 14 — but only 10 days of over 8 hours in a 30-day period at ages 14-15. Also, overtime pay is required after 40 hours weekly or 12 daily (see [INFO #1](#)).

<sup>10</sup> If state but not federal law applies, the CYEOA limit is: no 9:30 pm-5:00 am work before school days, except babysitting.

<sup>11</sup> If state but not federal law applies, the CYEOA limit is: at most 6 hours per day, unless the next day isn't a school day.

<sup>12</sup> 29 C.F.R. §§ 570.36–37. For details or more information on federal law, consult the USDOL or its materials.

employer confirmation of non-hazardous duty, and 3 class hours generally still required.<sup>13</sup>

- **Age Certificate:** To confirm that a minor is old enough for a specific job, an employer *may*, but *doesn't need* to, ask the minor for an age certificate, issued by the school or county where they live.<sup>14</sup>

### Types of Work Allowed and Prohibited by Age

- Federal and Colorado law limit certain tasks and types of work by age and certain work conditions:
  - **Below age 16:** Federal law allows almost no work below age 14, and a limited range at ages 14–15. That means that **of the work Colorado law allows below age 16, most is allowed only if federal law doesn't apply** — mainly at very small employers.
  - **At ages 16–17:** Colorado allows most work at age 14, but federal law allows a broad range of work only at ages 16–17. That means that in Colorado, **most work is allowed at ages 16–17** — unless Colorado or federal law declares it “**hazardous**” (see below), and subject to **hours limits** for minors (see above).
  - **Minors of any age** are prohibited from working with age-restricted substances:<sup>15</sup>
    - Selling, dispensing, or serving **alcoholic beverages**, except minors *can* bus tables or handle empty alcoholic beverage containers. (Colorado Liquor Rules, 1 CCR 203-2, Reg. 47-913.)
    - Working in the **marijuana industry**. (C.R.S. § 44-10-307(1)(d).)
  - Colorado and federal law **prohibit “hazardous” work for minors**<sup>16</sup> **except:**
    - (A) in an qualifying **apprenticeship or educational program**, or
    - (B) if granted an **exemption** from work prohibited as hazardous by **only Colorado** law.
- Permitted work can't include other duties *not* permitted.
 

**Example 2:** At age 14, restaurant work is permitted, but not using certain power-driven food preparation devices. So restaurants can employ 14-year-olds — just not to use disallowed devices.
- **Permitted and prohibited tasks and types of work are listed in more detail on the following pages.** For more detail on each item below:
  - for Colorado law, see CYEOA sections 104-110;
  - for federal law, see [Child Labor Bulletin 101](#) (nonagricultural work) and [102](#) (agricultural work).

<sup>13</sup> See C.R.S. § 8-12-113(2) for the other details required. Also, the permit must be issued by a board of education or superintendent, or a person they designate, and the 3-hour class requirement can be waived for “extreme hardship.”

<sup>14</sup> An employer must keep certificates available for Division review, and return them to minors when jobs end. Certificate information includes: name, address, birth date, and description of minor; date issued; issuing officer name and position; and the evidence accepted as age proof (birth certificate, passport, etc.). C.R.S. § 8-12-111.

<sup>15</sup> For more information, contact the Marijuana Enforcement Division (303-866-3330), or Liquor/Tobacco Enforcement Division (303-205-2300), of the Colorado Department of Revenue.

<sup>16</sup> This list does not detail hazardous *agricultural* work prohibited, or exempt, under 16 - see [Child Labor Bulletin 102](#).

## Prohibited Hazardous Duties and Occupations

### Declared hazardous by a federal Hazardous Occupations Order (“HO”)<sup>17</sup> for all minors

- Manufacturing, transporting, or storing explosives (HO 1)
- Manufacturing brick, clay construction, or silica refractory products (HO 13)
- Mining (including coal), logging, oil drilling, quarrying, wrecking, or demolition (HO 3, 4, 9, 15)
- Any work with exposure to radioactive substances or ionizing radiation (HO 6)
- Driving or work as an outside helper on a motor vehicle on public roads, or at a mine, logging, or excavation site, except limited public road driving at age 17 (HO 2)<sup>18</sup>
- Operating a power-driven bakery (HO 11) or hoisting machine, including a forklift (HO 7)
- Forest fire fighting/prevention, forestry, sawmill/timber tract (HO 4)<sup>19</sup>
- Roofing (HO 16) or excavation (HO 17)
- Slaughter of livestock, and rendering and packaging of meat (HO 10)
- Operating various power-driven machines (HO 5, 8, 10, 12, & 14)<sup>20</sup>

### Declared hazardous by a federal Hazardous Occupations Order for minors under 16

- Construction, manufacturing, mining, processing, or boiler/engine room work
- Work using power-driven machinery or a hoisting apparatus
- Other baking or cooking, or food service work that is either:
  - In freezers, in meat coolers, or otherwise preparing meat for sale
  - Using power food slicers, grinders, or equipment such as rotisseries, broilers, or fryolators
- The following motor vehicle work:
  - Operating, riding, or serving as a helper on, motor vehicles
  - Loading or unloading items on motor vehicles, rail cars, or conveyors
  - Car or truck work using pits, racks, or a lifting apparatus, or inflating or changing tires mounted on rims with removable retaining rings
  - Transportation of persons or property
- Warehousing and storage
- Work on a ladder, scaffold, or similar item, or a window sill washing windows
- Youth peddling with offsite sales (customer home/office, public places, etc.)
- Catching and cooping poultry in preparation for transport or for market
- Communications and public utilities
- Public messenger service work

### Declared hazardous by Colorado law for all minors

- Operating high-pressure/temperature boilers, automatic pin-setters, or power-driven machines that the Division deems hazardous
- Other work with risk of falling from 10 feet or more (20 feet in agriculture)

<sup>17</sup> This list does not detail hazardous *agricultural* work prohibited, or exempt, under 16 - see [Child Labor Bulletin 102](#).

<sup>18</sup> A licensed driver at 17 may drive only (a) occasionally and incidentally, (b) in daylight, (c) a car or truck (not a motorcycle, bus, ATV, etc.), and (d) without certain duties (towing, certain deliveries, etc.); see HO 2 in the [Child Labor Bulletin 101](#).

<sup>19</sup> The sawmill prohibition doesn't apply to certain schooling-exempt minors as of 14; see [Child Labor Bulletin 101](#), HO 4.

<sup>20</sup> Power-driven machines for: woodworking (HO 5); metal-forming/punching/shearing (HO 8); paper processing, balers, or compactors (HO 12); meat-processing, or food slicing/grinding (HO 10); sawing and wood chipping (HO 14).

## Permissible Duties and Occupations

### Permissible duties for ages under 14

#### Colorado law<sup>21</sup>

##### Any age

- Actors, performers, and models<sup>22</sup>
- School work and supervised educational activities
- Home chores/work for a parent who is not paid for the work
- Newspaper carriers

##### 9 and over

- Delivery of handbills, advertising, and advertising samples
- Shoeshining
- Gardening and lawn care with no power-driven lawn equipment
- Cleaning of walks with no power-driven snow-removal equipment
- Casual work at the employer's home not otherwise prohibited
- Caddying on golf courses
- Work similar to any of the above

##### 12 and over

- Baby-sitting
- Agricultural work not declared "hazardous" by federal law
- Selling and delivering periodicals
- Door-to-door selling and delivering merchandise
- Gardening, lawn care, and cleaning walks, including power-driven equipment for snow removal or (with Division-approved equipment or training) lawns
- Work similar to any of the above

#### Federal law

##### Any age

- Newspaper delivery
- Non-hazardous duties for a business owned 100% by the minor's parent or guardian (but not mining or manufacturing until 16)
- Actors and performers
- Homeworkers making wreaths

##### 12 and over

- Non-hazardous agricultural work if parents or guardians are employed at the farm or give written consent

<sup>21</sup> Workers under 14 are allowed to perform duties *only* under C.R.S. § 8-4-104, 106, and 107.

<sup>22</sup> While *Colorado* law exempts "models" along with "actors" and "performers" from age limits (C.R.S. § 8-12-104), *federal* law permits certain "modeling" only at 14. See 29 C.F.R. 570.34(1)(b),(d) allowing "intellectual or "artistically creative" work and "[c]ashiering, selling, modeling, art work, work in advertising departments, window trimming, and comparative shopping"). For details or more information on federal law, consult the USDOL or its materials.

**Permissible duties for minors 14 and over**

- Office and clerical work, including operating office equipment
- Errand and delivery work by foot, bicycle, and public transport
- Janitorial and custodial work, including the operation of vacuum cleaners and floor waxers
- Cooking with electric or gas grills, or deep fryers with automatically raising/lowering baskets
- Kitchen and other food or beverage preparation or service work (including operating devices); cleaning kitchen equipment; handling oil up to 100°F; and occasionally and briefly entering freezers to restock or prepare food
- Cleaning vegetables and fruits, and wrapping, sealing, labeling, weighing, pricing, and stocking items, including vegetables, fruits, and meats, in areas physically separate from a freezer or meat cooler
- Loading/unloading on motor vehicles the following items that the minor will use at work: light, non-power-driven hand tools; personal protective gear; or other personal items
- Work in gasoline service establishments, including dispensing gasoline, oil, and other consumer items; courtesy service car cleaning, washing, and polishing
- Work in stores: cashiering, selling, modeling, artwork, advertising work, window trimming, comparative shopping
- Bagging and carrying out customer orders; price marking or tagging; assembling orders; packing and shelving
- At 15, lifeguarding at pools or water parks, but not natural water bodies (river, lake, etc.) until age 16
- Intellectual or artistically creative work (ex: programming, music, visual arts, teaching/tutoring, peer counseling)<sup>23</sup>

**Under Colorado law, in addition to the above:**

- Public messenger service work
- Warehousing, storage, and other vehicle loading/unloading
- Other retail store, retail food service, or restaurant work
- Hotel, motel, or other public accommodations work, except not operating power food slicers and grinders
- Parks or recreation work
- Non-hazardous manufacturing, construction, or repair work
- In gasoline service: changing tires; supervised use of hoists, except not inflating or changing tires mounted on rims with removable retaining rings
- Operating automatic enclosed freight or passenger elevators

**Under federal law, in addition to the above:**

- Other cleanup work, and maintenance of grounds
- Employment at inside and outside places where machinery processes wood products, for certain school-exempt minors meeting federal requirements
- Certain work riding inside passenger compartments of motor vehicles
- Non-hazardous agricultural work<sup>24</sup>

<sup>23</sup> Permitted expressly by federal law, and implicitly by CYEOA sections permitting a range of similar white-collar and non-manual work, e.g., not only “[o]ffice ... and clerical work, including the operation of office equipment,” but also “[a]ny other occupation which is similar to those enumerated” and “not specifically prohibited.” C.R.S. § 8-12-108(e),(m).

<sup>24</sup> Hazardous work in agriculture, and available exemptions, are detailed in [Child Labor Bulletin 102](#).

## Hazardous Work Allowed in Qualifying Programs (C.R.S. § 8-12-110(1)<sup>25</sup>)

- Work **Colorado** law declares hazardous is **allowed** at **age 14**,<sup>26</sup> with **no need for an exemption**, if either:
  - (1) after, or incidental to (part of), a program of —
    - (A) **apprentice training** approved by, and registered with, Colorado’s State Apprenticeship Agency<sup>27</sup> or the USDOL (typically for national programs), as of age 16,<sup>28</sup> or
    - (B) **student-learner occupational education**, through a qualifying school or program;<sup>29</sup> or
  - (2) after —
    - (A) **training** approved by the **state board** for community colleges and occupational education, or
    - (B) an **out of state occupational education** program the Division determines is comparable.
- Work **federal** law declares hazardous is allowed **only**:
  - at **age 16–17**; and
  - in a qualifying program —
    - (A) **apprenticeships** in a recognized trade approved by, and registered with, USDOL or Colorado’s State Apprenticeship Agency (which may consider apprenticeships in certain hazardous work), or
    - (B) **student learning** in a course of study and training in a cooperative training program under a recognized State or local educational authority or similar private school program;
  - under certain work **conditions** (training, safety, supervision, limited hours, etc.); and
  - only certain hazardous **job duties**:
    - Roofing (HO 16) or excavation (HO 17)
    - Slaughter of livestock, and rendering and packaging of meat (HO 10)
    - Operating various power-driven machines (HO 5, 8, 10, 12, & 14)
- **How to determine whether a minor can perform hazardous work:**
  - Step 1:** Is the work **covered by federal law**?
    - If **yes**, go to Step 2. If **no**, go to Step 4.
  - Step 2:** Is the work listed as **hazardous under federal law**?
    - If **yes**, go to Step 3. If **no**, go to Step 4.
  - Step 3:** Is the work under a **federally approved apprenticeship or student-learning program**?

<sup>25</sup> For details or more information on federal law, consult the USDOL or its materials.

<sup>26</sup> While state law allows exemption at 14, the Division would not grant an exemption for work covered by federal law, because federal law prohibits such work before that age.

<sup>27</sup> Visit Apprenticeship Colorado ([apprenticeship.colorado.gov](https://www.apprenticeship.colorado.gov)), Colorado’s State Apprenticeship Agency as of July 1, 2023, for resources such as: an apprenticeship program directory; apprenticeship postings; information for employers interested in apprenticeships; and contact information for questions. See C.R.S. Title 8, Article 15.7 (apprenticeship law).

<sup>28</sup> See C.R.S. § 8-15.7-101 (defining apprentice as someone 16 or older, unless other law sets a higher age). For a minor age 16-17, approval of a registered apprenticeship by Colorado’s State Apprenticeship Agency, which can approve work Colorado law deems hazardous, means the work is permitted by the CYEOA, subject to applicable hours limits for minors.

<sup>29</sup> C.R.S. § 8-12-110(1)(b) (“a public school, local district college, community and technical college, federally funded work-training program, or private occupational school approved by the private occupational school division”).

→ If **yes**, go to Step 4. If **no**, the work isn't allowed.

**Step 4:** Is the work listed as **hazardous under Colorado law**?

→ If **yes**, go to Step 5. If **no**, the work is allowed, other than any age-limited duties.

**Step 5:** Is it in a qualifying **apprentice, student-learner, or occupational program** under state law?

→ If **yes**, the work is allowed. If **no**, the work isn't allowed, unless exemption is sought.

Note that **CYEOA hours limits still apply to approved apprentices or student-learners**, unless an exemption (or school release permit) allows broader work hours.

### Exemption Requests (C.R.S. § 8-12-104)

- **What exemptions can be requested.** An employer, a minor (or their parent or guardian), or a school official or youth employment specialist may ask the Division for an exemption from certain CYEOA limits:

#### An exemption may:

- ✓ allow duties ordinarily requiring a higher minimum age
- ✓ allow longer hours than ordinarily allowed for the minor's age

#### An exemption may not:

- X waive school work release permit requirements
- X conflict with federal law (on duties, hours, etc.), if federal law applies to the work

- **How exemptions are evaluated.** With a focus on “the **best interests of the minor** involved” (C.R.S. § 8-12-104(3)), exemptions are evaluated case by case, based on the facts required to be submitted (below).
- **How to request an exemption.** Complete the Youth Law Exemption Form on the [Youth Law page](#), which asks for details of the job, which limit(s) exemption is sought from (e.g., duties or hours limits), and why the employer believes the quantity and type of work are safe and appropriate for the minor. Submit the completed form by email ([cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us)), fax (303-318-8400), or mail (address above).
- **Multiple minors** may be included in one request, as long as all required information is detailed for **each**.
  - If an employer has an exemption, then wants to employ *another* minor, it must submit another request, *but*: if the job and duties are the same, it can refer to the prior request, adding details on the new minor.
- **Submit requests in advance of the work**, by several weeks or longer. The Division aims to respond in 14 days, but may need longer if many requests arrive in a busy period, if more information is required, etc.
  - Exemptions apply to only the individuals, duties, hours, and conditions specifically described in the request. A new request is required for any different individuals, or if duties, hours, or conditions change.

### Penalties (Fines) and Damages (C.R.S. §§ 8-12-115, -116)

The CYEOA provides for fines (or “penalties,” as used in the CYEOA) payable to the Division. After January 1, 2025, it also provides for damages payable to the minor workers who experienced a CYEOA violation. The CYEOA authorizes a range of fine and damage amounts depending on the type and severity of the violation, whether it is an employer's first violation, and whether the violation was willful.<sup>30</sup>

<sup>30</sup> See Rule 2.18 of the [Wage Protection Rules. 7 CCR 1103-7](#), for the applicable definition of “willful.”



Fines and damages under the CYEOA increase significantly for violations on or after January 1, 2025. The table below shows the authorized range for each type of violation.

Violation Type	First and non-willful violation	Subsequent, second, or willful violations	First and non-willful violation	Subsequent, second, or willful violations
	Fine amount paid to the Division	Fine amount paid to the Division	Damages amount paid to the worker	Damages amount paid to the worker
Any employment under age 9	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Any impermissible duties, age 9–11	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Non-hazardous impermissible duties, age 12–15	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Work during school hours or at night, age 9–15	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Work >40 hours in a week, any age	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Work >8 hours in a 24-hour period, any age <i>except</i> in-season agriculture age 14–17	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Work >12 hours in a 24-hour period, or >30 hours in a 72-hour period, age 14–17 for in-season agriculture	\$250 – 1,000	\$500 – 4,000	\$500 – 2,000	\$2,000 – 6,000
Hazardous impermissible duties	\$2,000 – 4,000	\$5,000 – 10,000	\$7,000 – 27,000	\$15,000 – 65,000

The Division may reduce or decline to impose fines or damages based on certain mitigating factors listed in C.R.S. § 8-12-116(5)(a). For violations that continue after a final Division order, the Division may order *additional* fines for each minor impacted on each day the violation continues under C.R.S. § 8-1-140(2), as incorporated in C.R.S. § 8-12-115(4)(b).

For violations of the CYEOA before January 1, 2025, the Division may impose fines following a final order to cease a violation, in accordance with C.R.S. § 8-12-115(4)(a) and (4)(b).

### Complaints of Violations (C.R.S. § 8-12-115)

- The Division investigates complaints of CYEOA violations, e.g., hours or duties disallowed for the age following a procedure that mirrors the process for wage claim investigations found in C.R.S. § 8-4-111 and Rule 4 of the [Wage Protection Rules, 7 CCR 1103-7](#), with certain minor modifications.<sup>31</sup>
  - After receiving a valid complaint, the Division sends the employer a Notice of Complaint and sends both parties an explanation of the investigation procedure. The employer is required to respond in 21 days.

<sup>31</sup> These procedures will be included in rules the Division expects to promulgate mid-2025. Before that date, claim parties will be provided an investigation order explaining the applicable rules and procedure.

- After reviewing the employer's response and other relevant evidence from any source, the Division determines whether violations occurred.
- If the Division finds a violation, it may issue an order to cease the violation and assess damages payable to the claimant and fines payable to the Division. Remedies ordered will depend on factors including violation type and scope, and the promptness of any redress by the employer.
- Submit complaints on the Youth Law Complaint Form on the Division [Youth Law page](#), by email ([cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us)), fax (303-318-8400), or mail (address above).
  - Submit complaints about *other* labor violations affecting minors (wages, breaks, paid sick, etc.), on the Labor Standards Complaint Form on the Division [Demands, Complaints, & Responses page](#).
  - For violations of both *youth law and any other* labor law(s), submit *both* kinds of complaints.

### Remedies for On-the-Job Injuries (C.R.S. § 8-12-117)

- The **Workers' Compensation Act** and [Division of Workers' Compensation](#) cover all employed minors.
- As of July 1, 2023, minors also may seek remedies in **litigation** if injured during: (a) **work prohibited** by the CYEOA; or (b) a week in which an employer intentionally required **hours** prohibited by the CYEOA. Work is **not prohibited** by the CYEOA (and litigation therefore isn't available for injuries) if:
  - the work was allowed by an **exemption** from this Division allowing the work (or allowing extra hours);
  - the work was in an **apprenticeship** approved by Colorado's State Apprenticeship Agency; and
  - the work was in an approved **student-learner occupational education** program.

**More Information:** Visit the Division [website](#), email [cdle\\_labor\\_standards@state.co.us](mailto:cdle_labor_standards@state.co.us), or call 303-318-8441. For federal law, see [Child Labor Bulletin 101](#), visit [www.dol.gov](http://www.dol.gov), or call 866-4USWAGE.