

# Teen Driving on the Job from the U.S. Department of Labor Wage and Hour Division

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Do you have teen workers driving on the job? Follow these rules from the U.S. Department of Labor Wage and Hour Division to stay within the law.

Employees **16 years of age and under** MAY NOT DRIVE motor vehicles on public roads as part of their jobs, even if they possess a valid state driver's license.

Employees **17 years of age** may drive automobiles and small trucks on public roads as part of their jobs **ONLY** in limited circumstances.

17 year-olds may drive on the job **ONLY** if all of the following requirements are met:

- Driving during daylight only
- Teen holds a state license valid for the type of driving performed on the job
- Teen has successfully completed a state approved driver's education course and has no moving violations at the date of hire
- Vehicle is equipped with seat belts and teen uses them
- Vehicle does not exceed 6,000 lbs. in weight
- Driving must be occasional and incidental to the teen's employment (no more than 1/3 of the workday, and no more than 20 percent of the work week)

Driving by 17 year-olds as part of their jobs **MAY NOT** involve the following:

- Towing vehicles
- Route deliveries or route sales
- Transportation for hire of property, goods or people
- Urgent, time-sensitive deliveries (e.g., pizza)
- Transporting more than three passengers (including other employees)
- Driving beyond a 30 mile radius of job location
- More than two trips away from job location in a single day
- More than two trips away from job location in a single day to transport passengers other than fellow employees

*Source: U.S. Department of Labor, Wage and Hours Division*