



STATE OF MICHIGAN

JENNIFER M. GRANHOLM
GOVERNOR

DEPARTMENT OF ENERGY, LABOR & ECONOMIC GROWTH
LANSING

ANDREW S. LEVIN
ACTING DIRECTOR

October 8, 2010

Nora Jones Hale,
Executive Assistant to the President
Michigan Grocers Association
221 North Walnut Street
Lansing, MI 48933

Dear Ms. Hale:

This will acknowledge receipt of your recent request on behalf of the Michigan Grocers Association retail membership for an hours deviation for minor employees.

Your membership is hereby granted a deviation to employ 16 and 17 year olds between the hours of 11:30 pm and midnight on Fridays and Saturdays and during school vacation periods beginning November 18, 2010 until January 3, 2011. Additionally, this deviation allows 16 and 17 year old minors to work until 11:30 p.m. on school nights when students are not on a vacation period during November 18, 2010 thru January 3, 2011.

This deviation requires:

- each store in your membership to keep a copy of this letter on file at the place of employment;
- that minors work no more than 48 hours per week when school is not in session;
- when school is in session, the 48 hour maximum is a combination of school hours and work hours; and
- each store in your membership to have work permits for all minors employed and written permission of the parent or guardian for each minor to work deviated hours.

This temporary hours deviation shall not excuse noncompliance with the provisions of the Youth Employment Standards Act. Records required by the Act must be maintained and made available for inspection by an authorized representative of the Wage and Hour Division.

Sincerely,

Georgia B. Harris
Program Evaluation Manager
Wage and Hour Division

DELEG is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

WAGE & HOUR DIVISION
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