



Hospitality Co-Chair Discusses Best Practices for Employing Minors

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In an interview with *Hotel News Now*, **Andria Ryan** shares her insight on recent efforts to loosen restrictions on employing minors and how some of the state laws may conflict with federal law. Andria explains that employers should be aware that individual states create most of the laws regulating minors in the workplace, and the federal government doesn't control work permits but has rules about the types of jobs and responsibilities that minors can't do because they're too hazardous.

She also notes that if hotel employers hire minors, they should specify in writing to supervisors and managers who oversee minors the hours that these minors are legally allowed to work as well as the duties the minors cannot do. "I would make it a directive that they're accountable for it — I would discipline a supervisor or manager who doesn't comply with it," Andria said.

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