



# Child Labor Exploitation

## How to Comply with Federal Labor Laws



WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

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# Presentation Topics

- Child Labor Protections by Age
- Hours 14- and 15-year-olds can work
- Jobs 14- and 15-year-olds can work
- Dangerous jobs prohibited for *all* children under 18
- Child Labor Protections on Farms
- Additional Resources

# Child Labor Protections by Age (Nonagricultural)

- **Under 14** - limited to work that is exempt from the FLSA such as delivering newspapers to the consumer, acting, or casual baby-sitting
- **14 and 15** - may only work outside school hours for a limited number of hours per day and per week; restrictions on type of work; **any work not specifically permitted is prohibited**
- **16 and 17** - may be employed for unlimited hours, but may NOT work in dangerous jobs
- **18** - no longer subject to Federal Child Labor Laws.

Note: Different standards apply to farm work. See slides #21-23

# Nonagricultural Jobs for 14- and 15-year-olds

## Work a 14- and 15-year-old generally CAN do

- Most Retail Jobs- Cashier, Stocking and Advertising
- Some Food Service Work- Server/Busser, Dishwasher
- Creative Work- Singing, Artwork, Playing an instrument
- Intellectual Work- Teaching, Tutoring and Computer Programming
- Certified 15-year-olds may work as lifeguards at swimming pools and amusement parks

**Any work not specifically permitted, is prohibited.**

## Hours 14- and 15-year-olds Can Work (Nonagricultural)

14- and 15- year-olds **can only work outside of school hours** and may *not* work:

- More than 3 hours on a school day, including Friday
- More than 18 hours per week when school is in session
- More than 8 hours per day when school is not in session
- More than 40 hours per week when school is not in session
- Before 7:00 a.m. or after 7:00 p.m. on any day, except from June 1 through Labor Day, when nighttime work hours are extended to 9:00 p.m.



# Dangerous Jobs



# Dangerous Jobs - No children under 18

- Explosives
- Exposure to radioactive materials
- Mining (incl. coal)
- Forestry
- Meat processing
- Woodworking machines
- Metal working & shearing
- Bakery machines
- Lifting Equipment (incl. forklift)
- Saws
- Driving
- Balers and compactors
- Demolition
- Roofing
- Excavation
- Bricks and tiles



# Explosives and Radioactive Material

Children cannot:

- Work where **explosives** are manufactured or stored.
- Work where they are exposed to **radioactive materials**.



# Mining and Forestry Jobs

Children cannot:

- Work most jobs in **mining**, including **coal mining**.
- Work most jobs in forest fire fighting, forest fire prevention; **forestry** services; logging; and sawmills.



# Meat Processing

Children cannot:

- Use or clean **power-driven meat-processing machines**, like meat slicers, saws and meat choppers.
- Work most jobs in meat and poultry slaughtering, processing, rendering, and **packing establishments**.



# Power-Driven Machines - Bakery, Wood and Metal

Children cannot:

- Use, set up or clean **power-driven bakery machines** such as vertical dough mixers.
- Use, set up or clean **power-driven woodworking machines**, like circular saws, chain saws, nailing machines, and sanders.
- Use, set up or clean **power-driven metal-working machines** including metal-forming, punching and shearing machines.



# Lifting Equipment

Children cannot:

- Operate or ride on a power-driven hoisting apparatus (lifting equipment), like **forklifts**, non-automatic elevators, skid-steers loaders, backhoes, manlifts, scissor lifts, cherry pickers, work-assist platforms, boom trucks, or cranes.



# Saws

Children cannot:

- Operate power-driven circular saws, band saws, guillotine shears, chain saws, reciprocating saws, woodchippers, and abrasive cutting discs.
- Work as a helper on the above types of power-driven equipment, no matter what kind of items are being cut by the equipment.



# Driving

Children cannot:

- Drive motor vehicles or work outside the vehicle as a driver's helper to assist with tasks such as loading, unloading, or securing cargo.

Note: Seventeen-year-olds can drive cars or small trucks during daylight hours for limited times and under strictly limited circumstances.



# Compactors and Balers

Children cannot:

- Use balers, compactors, and power-driven paper-products machines.

Note: 16- and 17-year-olds can load (but cannot operate or unload) certain scrap paper balers and paper box compactors under very specific guidelines.





# Demolition, Roofing and Excavation

Children cannot:

- Be employed in wrecking and demolition work.
- Be employed in roofing operations including work performed on the ground, removal of the old roof, and all work on or about a roof.
- Work most jobs in trenching and excavation work, including working in a trench more than four feet deep.
- Work most jobs in the manufacture of brick, tile and similar products.





# Farm Jobs

# Child Labor – Farm Jobs

- **16** and above may work in any farm job at any time.
- **14 and 15** may work many farm jobs outside school hours but may NOT work in dangerous jobs.
- **12 and 13** may work many farm jobs outside of school hours but may NOT work in dangerous jobs and must work with, or have written consent from, a parent.
- **Under 12** years of age may work many farm jobs outside of school hours but may NOT work in dangerous jobs and may **only** work on farms where none of the employees are subject to the FLSA.

# Jobs Children under 16-years-old CAN Do on Farms

- Operate garden type tractors
- Work with beef range bulls and cattle, dairy cattle, or breeding stock on the range
- Work with timber up to 6" in diameter, including most fence posts and tier poles
- Use ladders to reach a worksite above 20'; not from a ladder or scaffold
- Drive a truck or automobile on the farm (w/out passengers)
- Harvest most crops

# Dangerous Farm Jobs – No Children under 16

Children cannot:

- Operate a large tractor, trencher, earth moving equipment, forklift or other farm machines.
- Drive a bus, truck or automobile to transport passengers, or ride on a tractor as a passenger or helper.



# Dangerous Farm Jobs – No Children under 16

Children cannot:

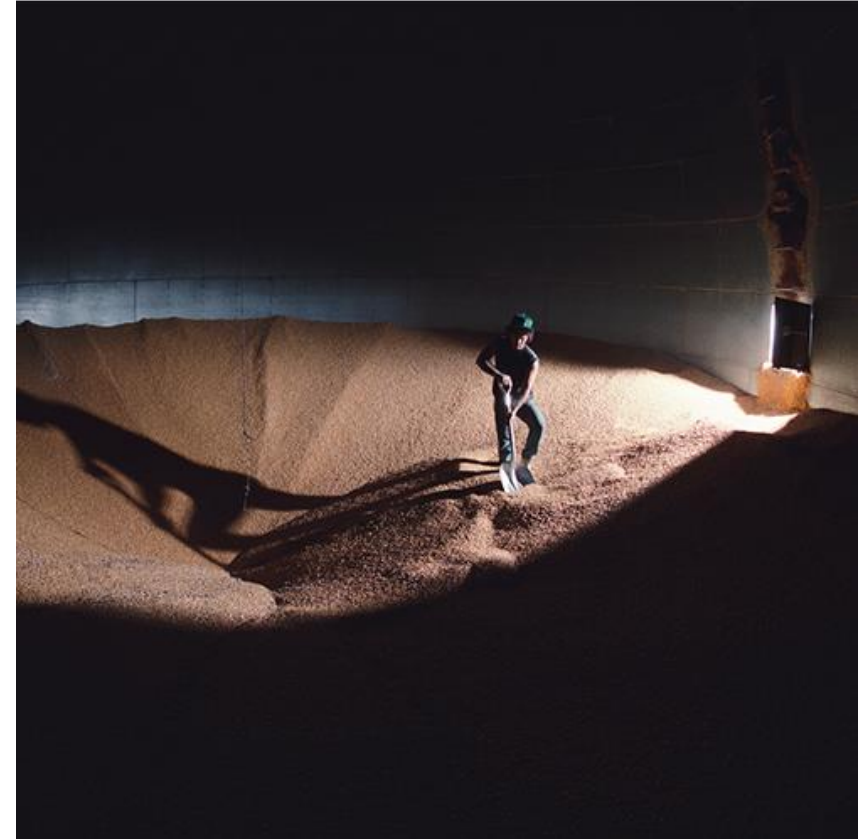
- Work in felling, buckling, skidding, loading, or unloading timber.
- Work from a ladder or scaffold at a height of over 20 feet.



# Dangerous Farm Jobs – No Children under 16

Children cannot:

- Work inside a fruit, forage, or grain storage/silo that is designed to keep out oxygen.
- Work in a yard, pen, or stall occupied by a bull, boar, or stud horse.



# Wage and Hour Division

## What we **do**:

- Enforcement
- Outreach and Education
- Compliance Assistance





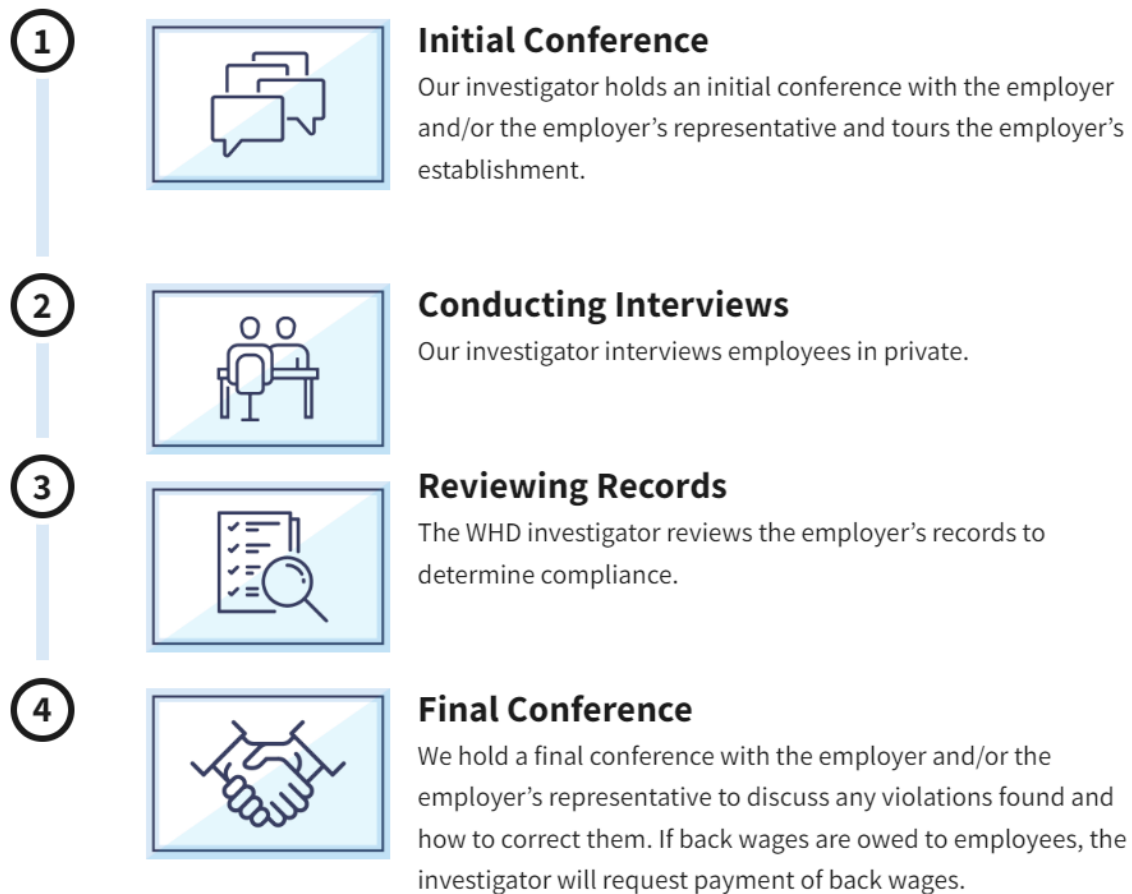
# Best Practices for Employers

- [YouthRules!](#)
- [Seven Child Labor Best Practices for Employers](#)
- [Video Resources](#)



# Wage and Hour Investigation Process

## Investigation Process



# Conclusion

