



CHILD LABOR LAWS

What jobs and hours
can teens work?



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Agenda

1. Youth Rules!
2. 16-17 years old
3. 14-15 years old
4. Dangerous jobs
5. Where to go for help



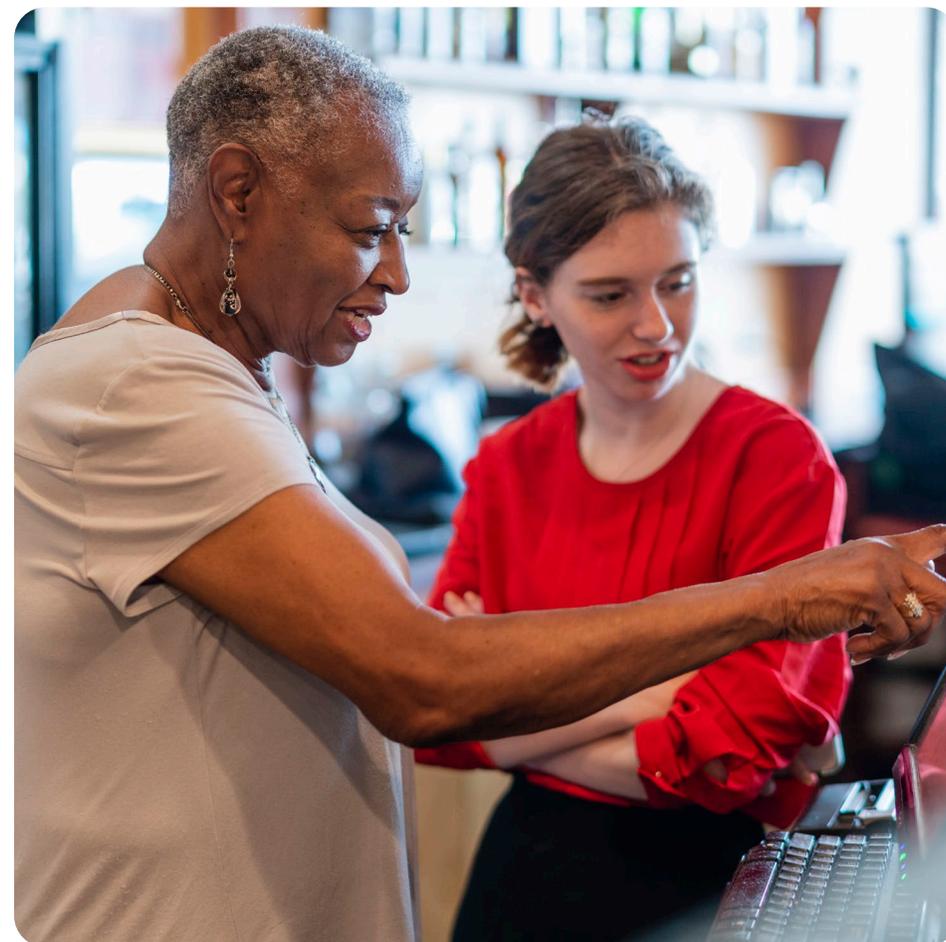
Youth Rules!

- Gain valuable work experience
- Positive, safe environments
- Earn money
- Prepare for the 21st century workforce



By the numbers

- Federal Minimum Wage = \$7.25/hour (state laws may have higher minimum)
- Tipped Employees = at least \$2.13/hour + tips must equal **\$7.25/hour for first 40 hours** (state laws may vary)
- Overtime = 1.5 x the regular hourly rate after 40 hours worked
- Paycheck deductions may not bring wages below minimum wage or overtime pay (e.g., uniforms, unpaid customer bills)
- Most job training must be paid





AGE LIMITS

What non-agricultural jobs can minors do when they are under 18?



16 –17 years old



Pay

- Federal minimum wage
- Wages + tips = at least min wage
- Overtime



Time Limitations

- No limits



Allowable

- Everything **but** the dangerous jobs

14 – 15 years old



Pay

- Federal minimum wage
- Wages + tips = at least min wage



Time Limitations

- Not allowed before 7 a.m. (always)
- **Labor Day – June 1**: not after 7 p.m.
- **June 1 – Labor Day**: not after 9 p.m.
- 3 hrs/day on school days, incl. Fridays
- 18 hrs/week when school is in session (regardless of month)
- 8 hrs/day max on non-school days
- 40 hrs/week max during non-school weeks



Allowable

- Some food service jobs
- Most retail jobs
- Office & cleaning jobs
- Creative work, like singing
- Camp counselor, tutoring, or teaching jobs
- Lifeguarding (15-year-olds only)

DANGEROUS JOBS

Some jobs are prohibited for teenagers under 18.
What are they?

Fact Sheet #43: Child Labor Provisions of the Fair Labor Standards Act (FLSA) for Nonagricultural Occupations | U.S. Department of Labor (dol.gov)



Danger! - Prohibited for teens under 18

- Explosives
- Exposure to radioactive materials
- Mining (incl. coal)
- Forestry
- Woodworking machines
- Saws
- Driving
- Meat & poultry packing/processing
- Bakery machines
- Paper processing machines
- Manufacturing of bricks & tiles
- Demolition
- Roofing
- Excavation
- Metal working & shearing
- Operation of power-driven hoists

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.



Power-Driven Machines - Wood and Metal

Children cannot:

- 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.
- Exemption applies to Hazardous Occupation #5 for Student – Learners and Apprentices

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.
- Exemption apply for Student – Learners and Apprentices.



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. Special exemptions apply to Student – Learners and Apprentices.



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.
- [Fact Sheet #74: The Employment of Youth in Roofing Occupations and On Roofs under the Fair Labor Standards Act \(FLSA\) | U.S. Department of Labor \(dol.gov\)](#)



Exemptions

The regulations provide a limited exemption from HOs 5, 8, 10, 12, 14, 16 and 17 for apprentices and student-learners who are at least 16 years of age and enrolled in approved programs.

The term "operation" as used in HOs 5, 8, 10, 11, 12 and 14 generally includes the tasks of setting up, adjusting, repairing, oiling or cleaning the equipment.



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QUESTIONS?



U.S. Department of Labor | Wage and Hour Division



[YouthRules.gov](https://www.youthrules.gov)



THANK YOU

