

Assignment Child Labor Law

Child Labor Law Assignment:

Watch video at link listed below and take quiz for Child Labor Laws on QuizStar. You may also use Teen Work Hour Restrictions sheet, Prohibited Occupations for Hoosier Teen Workers, and Indiana Minimum Wage Law Sheets below to help you answer questions.

<https://www.youtube.com/watch?v=jBXsF6Yt1YY>

*Remember to complete your Weekly Work Time Sheet for the week. All boxes must be filled out to receive full credit. Once completed scan and email to me or take a picture of it with your cell phone and text it to me.

Prohibited Occupations for Hoosier Teen Workers

As summer approaches, many Indiana teens will seek out work for the first time. For teens, and parents alike, this process can prove daunting, as many first time workers are not familiar with Indiana child labor laws and their associated restrictions. The U.S. Department of Labor has set specific guidelines regarding the types of jobs that minors (17 and younger) can perform. Among these guidelines is a list of occupations deemed prohibited occupations.

Prohibited occupations may not be performed by minors.

For teens 15 years old and younger, there are additional restrictions. These general guidelines can prove to be helpful in narrowing down job searches for teens and parents. An outline of prohibited occupations appears below.

For more information on the employment of minors or prohibited occupations, please visit the U.S. Department of Labor's website at www.osha.gov/SLTC/teenworkers/ or the Indiana Department of Labor's Bureau of Child Labor website at www.in.gov/dol/childlabor.htm.

Hazardous Occupations†	Explanation/Examples
Manufacturing and storing explosives	Working in a fireworks store. Exception: retail stores which happen to sell fireworks.
Driving a motor vehicle and being an outside helper on a motor vehicle	Driving on public roadways or working on the outside of a garbage truck.
Any type of mining (coal or otherwise)	Any occupation which involves extraction of coal or minerals from the earth.
Sawmilling and logging Operation of power-driven woodworking machines*	Sawing & processing trees or lumber; working with any powered wood working machine (fixed or portable).
Operation of power-driven metal-forming, punching and shearing machines*	Any work with power-driven machines which change the shape of or cut metal.
Operation of power-driven circular saws, band saws and guillotine shears*	SEE: Power-driven woodworking machines* AND Power-driven metal-forming, punching and shearing machines.*
Operation of power-driven hoisting apparatus	Operation of an elevator, crane or forklift.
Exposure to radioactive substances	Administering X-rays.
Operation of power-driven bakery machines	Operating, cleaning, prepping horizontal or vertical dough mixers and the operation of bread molding machines.
Operations involved in wrecking, demolition or shipbreaking	The deconstruction of a building, ship, etc. for disposal or scrap (including clean-up).
Operation of power-driven paper product machines*	Operation of cardboard or paper bailing machines.
Roofing operations/any work on a roof*	Laying shingles, roof top HVAC work, installing cable satellite dishes.
Excavation operations*	Any work in trenches or depths deeper than four (4) feet. Any work in tunnels or shafts.
Meat packing or processing	Operation of electric meat slicing, grinding or cutting machines. Example: Delicatessen.
Manufacturing of brick, tile or kindred products	Production of brick, sewer pipe or other clay building materials.

*These occupations have exemptions for students who are participating in certain apprentice or student learner programs.

†This is not an inclusive list of prohibited occupations. These examples should only aid in understanding the rules.

Additional Restrictions for Teens 15 Years and Younger

- Communications or public utilities jobs;
- Driving a motor vehicle or helping a driver;
- Manufacturing and mining occupations;
- Power-driven machinery or hoisting apparatus other than typical office machines;
- Construction or repair jobs;
- Public messenger jobs;
- Transporting of persons or property;
- Work in rooms where products are manufactured, mined or processed.
- Warehousing and storage; any warehouse work, except office and clerical work;
- Baking;
- Boiler or engine room work, whether in or about;
- Cooking. Exceptions include:
 - Gas or electric grills that do not involve cooking over an open flame and
 - Deep fat fryers that are equipped with & utilize devices that automatically lower & raise the baskets in & out of the hot grease or oil.
- Work in freezers or meat coolers;
- Loading or unloading goods on or off trucks, railcars or conveyors;
- Meat processing area work (working in or around where meat is processed);
- Maintenance or repair of a building or its equipment
- Operating, setting up, adjusting, cleaning, oiling or repairing power-driven

- food slicers, grinders, choppers or cutters and bakery mixers; and
- Outside window washing, or work standing on a window sill, ladder, scaffold or similar equipment.



TEEN WORK HOUR RESTRICTIONS

Employers of minors who are 14, 15, 16 or 17 years of age are required by law to post the maximum number of hours that minors may be permitted to work in each day of the week. The information must be posted in a conspicuous place or in places where notices are customarily posted. For additional copies of this poster or for further information, please visit www.in.gov/dol/childlabor.htm.

14 and 15 year olds

- 3 hours per school day
- 8 hours per non-school day
- 18 hours per school week
- 40 hours per non-school week
- No work before 7:00 a.m. or after 7:00 p.m.
 - ▶ 14 and 15 year olds may work until 9:00 p.m. from June 1 to Labor Day

17 year olds

- 8 hours per day
- 9 hours per day*
- 30 hours per week
- 40 hours per school week*
- 48 hours per non-school week*
- No more than 6 working days per week
- No work before 6:00 a.m. on school days
- Until 10:00 p.m. on nights followed by a school day
- Until 11:30 p.m. on nights followed by a school day, or*
- Until 1:00 a.m. on nights followed by a school day*
 - ▶ Minors may not work until 1:00 a.m. on consecutive nights and not more than two school nights per week

16 year olds

- 8 hours per day
- 9 hours per day*
- 30 hours per week
- 40 hours per school week*
- 48 hours per non-school week*
- No more than 6 working days per week
- No work before 6:00 a.m.
- Until 10:00 p.m. on nights followed by a school day
- Until 12:00 a.m. on nights not followed by a school day*

** Requires written parental permission. This permission must be on file with employer at the location where the minor is working.*

BREAK REQUIREMENTS FOR MINORS

Workers under the age of 18 must receive one or two breaks totaling 30 minutes when scheduled to work 6 or more consecutive hours (e.g. two breaks of 15 minutes each or one 30 minute break). The employer must maintain a break log for all workers under the age of 18.

WORKING BEFORE 6:00 A.M. OR AFTER 10:00 P.M.

Workers under the age of 18 must be accompanied by a co-worker who is at least 18 years of age when working before 6:00 a.m. or after 10:00 p.m. in an establishment that is open to the public.

WORKING DURING SCHOOL HOURS

14 and 15 year olds may not work on a school day after 7:30 a.m. and before 3:30 p.m. 16 and 17 year olds may only work during school hours if the employer has written permission issued by the school that the minor attends.

GRADUATES / WITHDRAWN FROM SCHOOL

16 and 17 year olds who have withdrawn from school or who have graduated from high school or a high school equivalency are not subject to the hour restrictions listed above.

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Indiana Minimum Wage Law

\$7.25 per hour effective July 24, 2009

Indiana law requires this poster to be displayed in a conspicuous place in the area where employees are employed.

Most Indiana employers and employees are covered by the minimum wage and overtime provisions of the federal Fair Labor Standards Act (FLSA); however those not covered under federal law may still be covered by the Indiana Minimum Wage Law.

Both the federal and Indiana state minimum wage increased from \$6.55 per hour to \$7.25 per hour, effective July 24, 2009.

The Indiana Minimum Wage Law generally requires employers to pay employees at least the minimum wage for all hours worked and to pay employees 1 ½ times their regular rate of pay ("Overtime compensation") when employees work more than forty (40) hours during a work week. However, there are many exceptions to the overtime pay requirement. Most of those exceptions can be found at Indiana Code § 22-2-2-3 (a) – (p).

Indiana law requires every employer subject to the Indiana Minimum Wage Law to furnish each employee a statement of the hours worked by the employee, the wages paid to the employee, and a listing of the deductions made. The Indiana Minimum Wage Law also prohibits pay discrimination on the basis of sex.

Tipped Employees

Generally, employers must pay tipped employees at least \$2.13 per hour if the employer claims a tip credit. If the employee's tips combined with the hourly wage do not equal the minimum wage, the employer must make up the difference.

Training Wage

Indiana employers may pay \$4.25 per hour to employees under 20 years of age for the first 90 consecutive calendar days after the employee is initially employed by the employer.

Violations

Indiana law provides for both civil and criminal penalties for violation of the Indiana Minimum Wage Law.

For Additional Information

For additional information, please contact the Indiana Department of Labor's Wage and Hour Division by email at wagehour@dol.in.gov or phone (317) 232-2655.



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