

Child Labor Laws for Twin Rivers Students

If you are 18 years old you are exempt from Child Labor Laws

If you are 16-17 years old the following hazardous occupations are prohibited or have restrictions:

1. Occupations in or about plants or establishments manufacturing or storing explosives or articles containing explosive components:

Minors may **not** work in or about any plants or establishments that manufactures or stores explosives or articles containing explosive components. You may work in a retail establishment which happen to sell fireworks.

2. Occupations of motor-vehicle driver and outside helper:

17 year olds may perform incidental or occasional driving as a part of their job duties, but only if the following criterial is met:

- Automobile or truck does not exceed 6,000-pound gross vehicle weight
- Seatbelts or other similar restraining devices are in place for the driver and all passengers and the employee is instructed that these restraining devices must be used.
- May only drive during daylight hours.
- No more than two trips a day away from the primary place of employment.
- Must have a valid driver's license and **NO** moving violations

The 17 Year olds driving duties may **not** involve:

- The towing of vehicles.
- Route deliveries or route sales.
- Transportation for hire of property, goods, or passengers.
- Urgent, time-sensitive deliveries.
- Transporting at any one time of more than three passengers, including the employees of the employer.

**Some examples of prohibited driving include: Delivery of pizza and prepared food to the customer, delivery of materials under a deadline (such as deposits to a bank at closing) and shuttling passengers.

3. Coal-mine occupations:

All types of work performed in any underground working, open-pit, or surface part of any coal-mining plant, that contribute to the extraction, grading, cleaning, or other handling of coal are considered hazardous for minors. 17 year olds may participate in slate or other refuse picking at a picking table or picking chute in a tippie or breaker and occupations requiring the performance of duties solely in offices or in repair or maintenance shops are located in the surface part of any coal-mining plant.

4. Forest fire fighting and forest fire prevention occupations, timber tract occupations, forestry service occupations, logging occupations, and occupations in the operation of any sawmill, lath mill, shingle mill, or cooperage stock mill are hazardous to minors between ages of 16-18 except:

- Work in offices, repair shops or maintenance shops
- Work in the construction, operation, repair, or maintenance of living and administrative quarters, including logging camps and fire-fighting base camps.
- Work in the repair or maintenance of roads, railroads or flumes and work in construction and maintenance of telephone lines, but only if the minors are not engaged in the operation of power driven machinery, the handling or use of explosives, the felling or bucking of timber, the collecting or transporting of logs, or work of trestles.

The following tasks in forest fire prevention may be performed if not in conjunction with or in support of efforts to extinguish a forest fire:

- Clearing fire trails or roads
- Construction, maintenance or patrolling of fire lines
- Piling and burning of slash
- Maintaining of firefighting equipment
- Acting as a fire lookout or fire patrolman
- Work in forest marketing and economics when performed away from the forest
- Work in the feeding or care of animals
- Peeling of fence posts, pulpwood, chemical wood, excelsior wood, cordwood, or similar products, when not done in conjunction with and at the same time and place as other logging occupations declared hazardous by this section

When not entering a sawmill building or working with a portable sawmill, 17 year olds may:

- Straighten, mark or tally lumber on the dry chain or dry drop sorter
- Pull lumber from the dry chain
- Clean up the lumberyard

- Pile, handle or ship cooperage stock in yards or storage sheds other than operating or assisting with power-driven equipment
- Perform clerical work in yards or shipping sheds
- Clean-up work outside shake and shingle mills when the mill is not in operation
- Split and pack shakes manually from precut and split blocks with a froe and mallet when not inside the mill building or cover
- Manually load of bundles of shingles or shakes into trucks or railcars (must have doctor's certification stating that the minor is physically capable of performing these duties)

5. Occupations involved in the operation of power-driven woodworking machines:

If you are a student learner you are exempt from the restrictions on the operation of power-driven woodworking machines.

If you are not a student learner and are 17 years old you may not operate, use, adjust, maintain, clean, oil, set-up, supervise, control, feed material or assist to feed material into powered woodworking or saw milling tools except for the following tasks:

- Removal of material or refuse from a circular saw or guillotine-action veneer clipper where the material has been conveyed away from the point of operation by some mechanical means.
- Carrying, moving or transporting materials from one machine to another or from one part of a plant to another.
- Piling, stacking, or arranging materials for feeding into a machine by another person.
- Sorting, tying, bundling or loading of materials.

**Power-driven woodworking machines shall mean all fixed or portable machines or tools driven by power and used or designed for cutting, shaping, forming, surfacing, mailing, stapling, wire stitching, fastening or otherwise assembling, pressing or printing wood, veneer, trees, logs or lumber.

6. Exposure to radioactive substances and to ionizing radiations:

17 year olds may not perform any work in any workroom in which radium is stored or self-luminous compound is made, processed, or packaged, stored, used, or worked upon. They also may olds may not work in areas where incandescent mantles made from fabric and solutions containing thorium salts are manufactured, processed or packaged.

7. Occupations involved in the operation of power-driven hoisting apparatus:

17-year-old may not operate, tend, ride upon, work from, repair, service, or disassemble:

- Elevators
- Cranes

- Derricks
- Hoists
- High-lift trucks
- Man-lifts
- Freight elevators

A 17-year-old student learner may operate or ride inside an unattended automatic operation passenger elevator or ride inside a freight elevator operated by an assigned operator.

A 17-year-old may operate a passenger or freight elevator if:

- It is equipped with a push button or lever/switch
- All interior surfaces, the car door, and the hoist way doors are constructed of solid surfaces without any opening through which a part of the body may extend
- All hoist way openings at floor level have doors which are interlocked with the car door so as to prevent the car from starting until all such doors are closed and locked
- The elevator (other than hydraulic elevators) is equipped with a device which will stop and hold the car in case of over speed or if the cable slackens or breaks
- The elevator is equipped with upper and lower travel limit devices which will normally bring the car to rest at either terminal and a final limit switch which will prevent the movement in either direction and will open in case of excessive over travel by the car

8. Occupations involved in the operations of power-driven metal forming, punching, and shearing machines:

A 17-year-old student learner is exempt from the restrictions on power-driven metal forming, punching, and shearing machines.

A 17-year-old non-student learner may **not** operate any of the following power-driven metal forming, punching, and shearing machines: 17 year olds may not set up, adjust, repair, oil, or clean any of the equipment listed above.

- Rolling machines, such as beading, straightening, corrugating, flanging, or bending rolls; and hot or cold rolling mills
- Pressing or punching machines, such as punch presses except those provided with full automatic feed and ejection and with a fixed barrier guard to prevent the hands or fingers of the operator from entering the area between the dies; power presses; and plate punches
- Bending machines, such as apron brakes and press brakes
- Hammering machines, such as drop hammers and power hammers
- All shearing machines, such as guillotine or squaring shears; alligator shears; and rotary shears.

9. Occupations in connection with mining, other than coal:

17 year olds may **not** work in all occupations in conjunction with mining with the following exceptions:

- Working in offices
- Working in the warehouse or supply house
- Working in the change house
- Working in the laboratory
- Working in repair or maintenance shops not located underground
- Operating and maintaining the living quarters
- Surveying, repairing and maintaining roads, and general clean-up about the mine property
- Working on track crews in the building and maintaining of sections of railroad track located in those areas of open-cut metal mines where mining and haulage activities are not being conducted at the time and place that such building and maintenance work is being done
- Working in or about surface placer mining operations other than placer dredging operations and hydraulic placer mining operations

The following duties in metal mills, other than working in mercury-recovery mills or mills using the cyanide process), are acceptable for 16 and 17 year olds:

- Work involving the operation of jigs, sludge tables, flotation cells, or drier-filters
- Work of hand-sorting at picking table or picking belt
- General clean-up work

10. Occupations in the operation of power-driven meat-processing machines and occupations involving slaughtering, meat and poultry packing, processing, or rendering:

17-year-old student learners are exempt from the meat and poultry slaughtering, packing, processing or rendering restrictions.

In the field of meat and poultry slaughtering, packing, processing, or rendering, all occupations on the killing floor, in curing cellars, and in hide cellars are forbidden for anyone under 18, except when entering the workroom infrequently or for short periods of time in conjunction with the duties of messengers, runners, hand truckers or other similar occupations.

Minor may also not set-up, adjust, repair, or oil such machines or the clean, operate or feed the following power-driven machines or their individual parts and attachments:

- Meat patty forming machines
- Meat and bone cutting saws
- Poultry scissors or shears
- Meat slicers

- Knives (except bacon slicing machines)
- Head splitters
- Guillotine cutters
- Snout pullers
- Jaw pullers
- Skinning machines
- Horizontal rotary washing machines
- Casing-cleaning machines such as crushing, stripping, and finishing machines
- Grinding, mixing, chopping, and hashing machines (except small capacity, portable counter-top power-driven food mixers that are, or are comparable to, models intended for household use)
- Presses (except belly-rolling machines)

The following duties are forbidden for minors:

- Boning
- Pushing or dropping of any suspended carcass, half carcass, or quarter carcass
- Working in the recovery of lard and oils (except packaging and shipping of such products and the operation of lard-roll machines)
- The tankage or rendering of dead animals, animal offal, animal fats, scrap meats, blood, and bones into stock feeds, tallow, inedible greases, fertilizer ingredients, and similar products.
- Hand-lifting or hand-carrying any carcass, half carcass of beef, pork, horse, deer, or buffalo
- Hand-lifting or hand-carrying any quarter carcass of beef, horse, or buffalo

11. Occupations involved in the operation of bakery machines

17 year olds may not operate, assist in operating, or set up, adjust, repair, oil, or clean any:

- Horizontal or vertical dough mixer
- Batter mixer
- Bread dividing, rounding, or molding machine
- Dough brake
- Dough sheeter
- Combination bread slicing and wrapping machine
- Cake cutting band saw

Setting up or adjusting a cookie or cracker machine is also prohibited for anyone under 18 years of age.

Exceptions:

16 and 17 year olds may operate, set up, adjust, repair, oil and clean lightweight, small capacity, portable counter-top power-driven food mixers that are, or are comparable to, models intended for household use. These mixers must not be hard-wired into the establishment's power be equipped a motor that operates at no more than 1/2 horsepower and a bowl with a capacity of no more than five quarts.

16 and 17 year olds may operate but not set up, clean, adjust, repair or oil pizza dough rollers that have been constructed with functional safeguards contained in the basic design so as to prevent fingers, hands, or clothing from being caught in the in-running point of the rollers. These dough rollers must have gears that are completely enclosed and have micro switches that disengage the machinery if the backs or sides of the rollers are removed.

12. Occupations involved in the operation of balers, compactors, and paper products machines:

17-year-old student learners are exempt from the restrictions related to the operations of balers, compactors and paper product machines.

17 year olds may not operate or assist in operating any baler or compactor that is designed or used to process materials other than paper.

Employees under 18 years of age may not operate, assist in operating, set up, adjust, repair, oil or clean the following hand-fed machines related to the operation of balers, compactors and paper product machines:

- Arm-type wire stitcher or stapler
- Circular or band saw
- Corner cutter or mitering machine
- Corrugating and single-or-double facing machine
- Envelope die-cutting press
- Guillotine paper cutter or shear horizontal bar scorer
- Laminating or combining machine
- Sheeting machine
- Scrap paper baler
- Paper box compactor
- Vertical slotter
- Platen die-cutting press
- Platen printing press
- Punch press

16 and 17 year olds may load, but not operate or unload, scrap paper balers and paper box compactors that meet all applicable ANSI standards as "safe." The employer must also post a notice on the scrap paper baler or paper box compactor (in a prominent position and easily visible to any person loading, operating, or unloading the machine) that includes and conveys all of the following information:

- That the scrap paper baler or compactor meets the industry safety standard applicable to the machine. The notice shall completely identify the appropriate ANSI standard.
- That 16- and 17-year-old employees may only load the scrap paper baler or paper box compactor.

- That no employee under the age of 18 may operate or unload the scrap paper baler or paper box compactor.

13. Occupations involved in the manufacture of brick, tile, and kindred products:

All work in or about establishments in which clay construction products are manufactured is considered hazardous for 16 and 17 year olds except:

- Work in storage and shipping
- Work in offices, laboratories, and storerooms
- Work in the drying departments of plants manufacturing sewer pipe

With the exception of office work, 16 and 17 year olds may not work in or about establishments where silica brick or other silica refractories are manufactured.

14. Occupations involving the operation of circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs:

17-year-old student learners are exempt from the restrictions related to the operation of circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs.

A non-student learning: Operating or helping to operate fixed or portable power-driven circular saws, band saws and guillotine shears is prohibited for 16 and 17 year olds unless the machine is equipped with full automatic feed and ejection.

- 16 and 17 year olds may not operate or help to operate fixed or portable power-driven chain saws, reciprocating saws, wood chippers or abrasive cutting discs.
- Setting up, adjusting, repairing, oiling or cleaning circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers or abrasive cutting discs are also forbidden for 16 and 17 year olds.

15. Occupations involved in wrecking, demolition, and shipbreaking operations:

- 17 year olds may not participate in any occupations related to wrecking, demolition, and shipbreaking operations. This restriction includes clean up and recycling of debris while still on the job site.

16. Occupations in roofing operations and on or about a roof

- 17-year-old student learners are exempt from the restrictions regarding working on the roof.

Non-student learner: Minors may not work on the roof of any building for any reason. They also may not perform work on the ground related to roofing operations such as roofing laborer, roofing helper, materials handler and tending a tar heater.

17. Occupations in excavation operations

- 17-year-old student learner is exempt from the restrictions on excavation operations.
- 17 year olds may not excavate, work in, or backfill (refill) trenches unless they are manually excavating or manually backfilling trenches that do not exceed four feet in depth at any point or working in trenches that do not exceed four feet in depth at any point. They may not excavate for buildings or other structures or work in such excavations, unless they are manually excavating to a depth not exceeding four feet below any ground surface adjoining the excavation, working in an excavation not exceeding such depth or working in an excavation where the side walls are shored or sloped to the angle of repose.
- No 16 or 17-year-old may work in a tunnel or shaft prior to the completion of all driving, sinking and shoring operations.

18. Occupations in Agriculture related fields

- Student learners age 16-17 are exempt from all agriculture related occupations
- To be considered for the student learner exemptions, a 16 or 17- year old must enrolled in a course of study and training in a cooperative vocational training program under a recognized State or local educational authority or in a course of study in a substantially similar program conducted by a private school. Such work must be intermittent and for short periods of time and is under the direct and close supervision of a qualified and experienced person. Safety instructions must be given by the school and correlated by the employer with on-the-job training. A schedule of organized and progressive work processes to be performed on the job must have been prepared.
- Each written agreement must contain the name of student-learner, and must be signed by the employer and the school coordinator or principal. Copies of each agreement must be kept on file by both the school and the employer. This exemption for the employment of student learners may be revoked in any individual situation where it is found that reasonable precautions have not been observed for the safety of the student. A high school graduate may be employed in an occupation in which he has completed training as provided in this paragraph as a student-learner, even though he or she is not yet 18 years of age.

Child Labor Laws-Hour restrictions

Employers Must Keep records of:

- Daily hours worked
- Breaks and lunches
- Terminations
- Parental permissions
- Graduation or withdraw from high school
- Work permits

Need a work permit unless: (14-17 years old)

- Graduated from High School
- Parent is the Sole Proprietor of the business
- Legally emancipated
- Performer, actor, or model
- 18 years of age

17 Years old can work:

- 8 hours per school day
- 30 hours per week
- **No** more than 6 days per week
- **Not** before 6 a.m. on school day
- Work until 10 p.m. on nights followed by school day

With Parental Permission can work:

- 9 hours per day not followed by a school day
- 40 hours per week
- 48 hours per non-school week
- Work until 1130 p.m. on nights followed by school day
- Work until 100 a.m. on nights not followed by school day(not consecutive and no more than 2 school nights)