

Child Labor Laws—Federal

This is only a summary and does not contain all information pertaining to child labor laws. Information for this summary is taken from the United States Department of Labor. For complete information on federal child labor laws, please visit: <http://www.dol.gov/dol/topic/youthlabor/>. For employers covered by both state and federal requirements, the law that is more strict prevails.

The Department of Labor is the sole federal agency that monitors child labor and enforces child labor laws. The most sweeping federal law that restricts the employment and abuse of child workers is the Fair Labor Standards Act (FLSA). Child labor provisions under FLSA are designed to protect the educational opportunities of youth and prohibit their employment in jobs that are detrimental to their health and safety. FLSA restricts the hours that youth under 16 years of age can work and lists hazardous occupations too dangerous for young workers to perform. Enforcement of the FLSA's child labor provisions is handled by the Department's Wage and Hour Division.

14 AND 15 YEAR OLDS

HOURS OF WORK AND JOB RESTRICTIONS

HOURS OF WORK — 14 AND 15 YEAR OLDS MAY NOT	RESTRICTIONS — 14 AND 15 YEAR OLDS MAY NOT
<ul style="list-style-type: none"> • Work during school hours. • Work Before 7am or after 7pm except from June 1 through Labor Day when hours are extended to 9pm. • Work more than 3 hours per day on a school day. • Work more than 8 hours a day on a non-school day. • Work more than 18 hours a week during a school week. • Work more than 40 hours a week during a non-school week. 	<ul style="list-style-type: none"> • Work in any occupation declared to be hazardous by the secretary of labor. • Work in occupations involved with the operating, tending, setting up, adjusting, cleaning, oiling or repairing of hoisting apparatus. • Work in occupations involved with the operating, tending, setting up, adjusting, cleaning, oiling or repairing of any power-driven machinery. • Perform work that requires the use of ladders, scaffolds, or their substitutes. • Load or unload goods or property onto or from motor vehicles, railroad cars, and conveyors.

16 AND 17 YEAR OLDS

HAZARDOUS OCCUPATIONS (HOs)

HOs apply either on an industry basis, specifying the occupations in the industry that are not permitted, or an occupational basis irrespective of the industry in which found. Some HOs contain limited exemptions.	
HO 1	Manufacturing and storing of explosives.
HO 2	Motor vehicle driving and outside helper on a motor vehicle.
HO 3	Coal mining.
HO 4	Occupations in forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging, and sawmilling.
HO 5	Power-driven woodworking machines (exceptions).
HO 6	Exposure to radioactive substances.
HO 7	Power-driven hoisting apparatus, including forklifts.
HO 8	Power-driven metal-forming, punching, and shearing machines (exceptions).
HO 9	Mining, other than coal mining.
HO 10	Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants, kitchens, and delis) and wholesale establishments, and most occupations in meat and poultry slaughtering, packing, processing, or rendering (exceptions).
HO 11	Power-driven bakery machines including vertical dough or batter mixers.
HO 12	Power-driven balers, compactors, and paper processing machines (exceptions).
HO 13	Manufacturing bricks, tile, and kindred products.
HO 14	Power-driven circular saws, bandsaws, chain saws, guillotine shears, wood chippers, and abrasive cutting discs (exceptions).
HO 15	Wrecking, demolition, and shipbreaking operations.
HO 16	Roofing operations and all work on or about a roof (exceptions).
HO 17	Excavation operations (exceptions).

