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Child Labor

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Non-Agricultural Work

- **16 & 17:** Unlimited hours; Cannot work in Hazardous Occupations (HOs).
- **14 & 15:** Variety of non-manufacturing and non-Hazardous occupations for limited periods of time under specified conditions. Any work not specifically permitted is prohibited.
- **Under 14:** Cannot work in non-ag occupations covered by the FLSA.
- **Exception:** Children generally permitted to work for businesses entirely owned by their parents except those under 16 cannot be employed in mining or manufacturing.



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Examples of Hos (Non-Ag)

- Work in most jobs where explosives are manufactured or stored;
- Driving motor vehicle or work as an outside helper on motor vehicles (with some permissions for 17 year-olds);
- Operating most power-driven woodworking machines;
- Operating on, riding on, and assisting in operating most power-driven hoisting apparatus;
- Operating certain power-driven metal-working machines;
- Operating power-driven meat processing machines;
- Most jobs in meat and poultry slaughtering and packing plants.



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Agricultural Work

- **16 & 17:** Can work any farm job any time.
- **14 & 15:** Can work outside school hours in jobs not declared hazardous by Secretary (some exceptions for student learners, etc.).
- **12 & 13:** Can work outside school hours in jobs not declared hazardous on farms also employed by parents or with written parental consent.
- **Under 12:** Can work outside school hours in jobs not declared hazardous with parental consent only on farms where none of the employees are subject to minimum wage requirements of FLSA.
- **Any age:** Can work any time in any job on farm operated by their parents.



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Examples of Hazardous Occupations in Ag

- Operating tractor over 20 PTO horsepower (or connecting/disconnecting its implements);
- Working from a ladder or scaffold at height of over 20 feet;
- Driving a bus, truck, or automobile to transport passengers, or riding on a tractor as a passenger or helper;
- Certain silo/food storage occupations.



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Enforcement: Tools & Examples

- Tools, Examples:
 - Hot Goods
 - Injunctions/TROs
 - Supply chain accountability
 - Early intervention to address retaliation
 - PD process
 - CMPs
- Enforcement, Examples:
 - PSSI
 - S-L Alabama
 - Monogram Foods



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State Laws

- Recent trend
- Interaction with federal law
- Iowa example ([letter](#) from USDOL to Iowa legislators regarding state law's relationship to federal requirements)



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Some Resources

- DOL Youth Employment Guide:
<https://www.dol.gov/sites/dolgov/files/whd/youthrules/YouthEmploymentGuide.pdf>
- Child Labor Regulations: <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-V/subchapter-A/part-570>
- Selected State Child Labor Standards Affecting Minors Under 18 in No-farm Employment (as of Jan. 1, 2023):
<https://www.dol.gov/agencies/whd/state/child-labor>