

### HIGHLIGHTS

The AgCenter is subject to federal child labor laws under the Fair Labor Standards Act of 1938, as amended, and to Louisiana's own state child labor laws. Minors engaged in agriculture are exempt from the state's child labor law. This exemption only applies to minors actually engaged in agricultural work, not minors performing clerical work, laboratory duties, etc.

1. Under AgCenter policy, minors under the age of 15 may not be employed.
2. Restrictions on work hours for minors under age 16 are:
  - not during school hours
  - not more than 18 hours in any week and 3 hours on any day when school is in session
  - not more than 40 hours in any week and 8 hours on any day when school is not in session
  - not from 7:00 p.m. to 7:00 a.m. on any day, except during the summer (June 1 through Labor Day) when the restricted hours are 9:00 p.m. to 7:00 a.m.
3. There are no restrictions on work hours for minors between ages 16 and 18 except that state law requires that they receive a 30-minute rest break for every five consecutive hours worked. (The rest period does not have to be counted in the employee's work hours.)
4. Louisiana's state law requires an employment certificate (work permit) for workers under age 18. They are issued by parish school superintendents and must be kept on file at the workplace and be accessible to the Department of Labor.
5. There are numerous restrictions on job duties which can be assigned to minors including occupations which have been declared to be hazardous under federal law, work activities which are prohibited under state law, and hazardous occupations in agriculture under federal law. Refer to the "Prohibited Work for Minors" information sheet for details.

### PROCEDURES

- Unit heads are responsible for ensuring compliance with with the regulations above.
- Original employment certificates should be retained by the unit and a copy of the permit forwarded with the employment forms.

### REFERENCE MATERIAL

- Prohibited Work for Minors information sheet.

### TROUBLE SPOTS

The primary trouble spot is simply being unaware of the requirements of the law.

# Prohibited Work for Minors

## Information Sheet

### PROHIBITED WORK UNDER LOUISIANA STATE LAW

**Minors Under 18.** Occupations closed to minors under 18 include jobs in mines or quarries, in iron or steel manufacturing, in shipbuilding and shipbreaking, in roofing, brick, tile, and clay-making, and in demolition and excavating; also closed to minors are jobs involving explosives or radioactive substances; slaughtering, meatpacking or processing; foundry, smelting, and heat-treating work; operation and maintenance of most power-driving woodworking and metal-forming machinery; logging; working near sawmills, papermills, lath, or cooperage mills; operating motor vehicles used for commercial or industrial purposes; operating freight elevators and hoisting machines; spray painting; mining and work where stonecutting or polishing is done; work involving exposure to lead or other dangerous chemicals; sale of alcoholic beverages and work where the sale of such beverages is the main business; and work involving the manufacture, use or transportation of explosives.

**Minors Under 16.** Children under 16 are barred from the operation of most power-driven machinery (including mowers or cutters); mining, manufacturing and processing jobs; the delivery of goods or messages; cooking and baking (except at a lunchroom or soda counter); construction; boiler and engine work; outside window-washing and any working from ladders or scaffolding; warehouse work (other than clerical); and loading and unloading from trucks, rail cars, and conveyors.

### PROHIBITED WORK UNDER FEDERAL LAW

**Minors Under 18.** Hazardous occupations closed to children under 18 years of age are: those involved in plants manufacturing or storing explosives or articles containing explosive components; motor-vehicle driver and helper; coal-mine occupations; logging occupations and occupations in the operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill; operation of power-driven woodworking machines; occupations involving exposure to radioactive substances; operation of elevators and other power-driven hoisting apparatus; operation of power-driven metal forming, punching, and shearing machines; mining, other than coal; occupations in or about slaughtering and meat packing establishments and rendering plants (restaurants, fast food establishments and other retail establishments are included in this order and meat slicers are meat processing equipment); the operation of power-driven bakery machines; operation of power-driven paper-products machine (including those used in the remanufacture or conversion of paper or pulp into a finished product); occupations involved in the manufacture of brick, tile, and similar products; operation and maintenance of circular and band saws and guillotine shears; occupations involved in the work of wrecking and demolition of buildings and in shipbreaking; application of weatherproofing materials and substances to roofs of buildings and other structures; excavation work. 16 and 17 year-olds may drive and ride on public and private roads and grounds so long as they remain in vehicle cabs and engage only in occasional driving of vehicles not exceeding 6,000 pounds gross weight.

**Minors Under Age 16:** Hazardous occupations closed to children under age 16 are: manufacturing, mining or processing of goods and occupations requiring any duties in workplaces where such

operations take place; operation or tending of power-driven machinery other than office machines; public messenger service; occupations (except office or sales work) connected with transportation of persons or property by rail, highway, air, water, pipeline, or other means; warehousing and storage;

communications and public utilities; construction including demolition and repair except for office or sales work at actual site of construction operations.

### **HAZARDOUS OCCUPATIONS IN AGRICULTURE**

The following have been declared by federal law to be hazardous occupations and are prohibited to minors under age 16:

- operating a tractor of over 20 PTO horsepower, or connecting or disconnecting an implement or any of its parts to or from such a tractor;
- operating or working with a corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, mobile pea finer, feed grinder, crop dryer, forage blower, auger conveyor, unloading mechanism of a nongravity-type self-unloading wagon or trailer, power post-hole digger, power post driver, or nonwalking-type rotary tiller;
- operating or working with a trender or earthmoving equipment, fork lift, potato combine, or power-driven circular, band or chain saw;
- working in a yard, pen, or stall occupied by a bull, boar or stud horse maintained for breeding purposes, a sow with suckling pigs; or a cow with a newborn calf (with umbilical cord present),
- felling, bucking, skidding, loading, or unloading timber with a butt diameter of more than 6 inches;
- working from a ladder or scaffold at a height of over 20 feet;
- driving a bus, truck, or automobile to transport passengers, or riding on a tractor as a passenger or helper;
- working inside: a fruit, forage, or grain storage designed to retain an oxygen-deficient or toxic atmosphere; an upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position; a manure pit; or a horizontal silo while operating a tractor for packing purposes;
- handling or applying toxic agricultural chemicals identified by the words “danger,” “poison,” or “warning” or a skull and crossbones on the label;
- handling or using explosives; and
- transporting, transferring or applying anhydrous ammonia.