

EMPLOYMENT OF MINORS GUIDELINES

NEPOTISM:

Minors should not report directly to relatives, nor should they be in a reporting line to the relative

18-YEAR OLDS:

Are not considered minors and are not subject to child labor laws

16 & 17-YEAR OLDS:

May not work in the following areas: Manufacturing or storing of explosives; coal mining; logging or sawmilling; operating power driven woodworking machines; working in an area with exposure to radioactive substances; operating power driven metal forming, punching or shearing machines; operating meatpacking or processing machines; operating power driven baking machines, operating circular saws; wrecking or excavating or working on roofs.

14 & 15-YEAR OLDS:

Same working restrictions as 16 & 17 year olds, plus **may not** do any cooking over open flames, cook with deep fat fryers, may not work with cooking liquids over 100 degrees F.

Hours are limited to: 3 hours on a school day; 18 hours in a school week; no more than 40 hours in a non-school week. All work must be performed between 7:00 AM and 7:00 PM except between June 1 and Labor Day where hours are extended to 9:00 PM.