

## Basic Provisions and Regulations – Child Labor Laws

### MINORS UNDER AGE 12

<i>California Law</i>	<i>Federal Law</i>
<b>School Attendance</b>	
Must attend school full-time.	State law applies.
<b>Permits to Work and to Employ</b>	
Not permitted to work except in the entertainment industry on permits issued by the Labor Commissioner.	Certificate of age required. (State permit suffices.)
<b>Hours of Work</b>	
<p><b>Maximum Hours:</b> Daily: 8 hours Weekly: 40 hours</p> <p><b>Spread of Hours:</b> 7:00 a.m. to 7:00 p.m. (Labor Day – May 31) 7:00 a.m. to 9:00 p.m. (June 1 – Labor Day)</p> <p>See text and separate table for entertainment industry employment.</p>	May not be employed in firms subject to the Fair Labor Standards Act, except certain agricultural firms.
<b>Wages</b>	
<p>Must be paid at least wage rates required by the Industrial Welfare Commission.</p> <p><b>Exceptions:</b> Parents are exempt from minimum wage and overtime requirements.</p>	<p>Must be paid at least the wage rates required by the FLSA.</p> <p><b>Exceptions:</b> Casual babysitting (under 20 hours per week) and companionship services. Subminimum rates available only under a special federal certificate and must comply with state child labor standards.</p>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS UNDER AGE 12

<i>California Law</i>	<i>Federal Law</i>
<b>Exemptions</b>	
<p>No permits required for:</p> <ul style="list-style-type: none"> <li>• Any self-employed minor;</li> <li>• News carriers self employed on a regular route to deliver newspapers to consumers (news carriers must be at least 12 years of age);</li> <li>• Casual work in private homes such as babysitting, lawn mowing, leaf raking, etc.; or</li> <li>• Employment by parent/guardian in domestic labor on or in connection with premises the parent/guardian owns, operates, or controls.</li> </ul> <p><b>NOTE:</b> Parent/guardians may not employ their minor children in manufacturing, mercantile, or other enterprises without work permits. Except as noted, parent employers are subject to all occupational restrictions.</p>	<p>FLSA’s child labor provisions do not apply to:</p> <ul style="list-style-type: none"> <li>• Child actors or performers in motion pictures, theatrical, radio, or television productions;</li> <li>• News carriers;</li> <li>• Children employed as home workers for production of holly and evergreen wreaths, including harvesting of forest products for such wreaths; and</li> <li>• Most domestic service.</li> </ul> <p><b>NOTE:</b> Parent/guardians may employ their minor children under 16 in any occupation except mining or manufacturing, or in occupations declared hazardous in federal regulation for minors under 18. (See section for 16- and 17-year olds.)</p>
<b>Agriculture</b>	
<p>May only work for parent/guardian on or in connection with premises the parent owns, operates, or controls. No permit is required and no occupational restrictions apply except that the minor may not work during school hours, even if under school age.</p> <p>May not be employed in or accompany parent/guardian or guardian into an “agricultural zone of danger,” which includes water hazards, chemicals, moving equipment, or any agricultural occupation prohibited to minors under 16, unless activities are on or in connection with premises the parent/guardian owns, operates, or controls.</p>	<p>May be employed on farms owned or operated by the parent or person standing in place of the parent. Must be employed outside the school district’s regular school hours.</p> <p>May not be employed in occupations declared hazardous in federal regulation for minors under 16 in agriculture. (See the section for 14- and 15-year olds.)</p>

## Basic Provisions and Regulations – Child Labor Laws

### MINORS AGES 12 – 13

<i>California Law</i>	<i>Federal Law</i>
<b>School Attendance</b>	
Must attend school full-time unless a high school graduate or equivalent.	State law applies.
<b>Permits to Work and to Employ</b>	
Required unless a high school graduate or equivalent. Permits may be more restrictive than minimum statutory standards.	Certificate of age required. (State permit suffices.)
<b>Hours of Work</b>	
<p>May be employed only on non-school days.</p> <p><b>Maximum Hours:</b>            Daily: 8 hours            Weekly: 40 hours            Maximum daily and weekly work hours during school year are not expressed in statute. See text.</p> <p><b>Spread of Hours:</b>            7:00 a.m. to 7:00 p.m. (Labor Day – May 31)            7:00 a.m. to 9:00 p.m. (June 1 – Labor Day)</p> <p>See text for entertainment industry employment.</p>	May not be employed in firms subject to the Fair Labor Standards Act, except certain agricultural firms.
<b>Wages</b>	
<p>Must be paid at least wage rates required by the Industrial Welfare Commission.</p> <p><b>EXCEPTIONS:</b> Parents are exempt from minimum wage and overtime requirements.</p>	<p>Must be paid at least the wage rates required by the FLSA.</p> <p><b>EXCEPTIONS:</b> Casual babysitting (under 20 hours per week) and companionship services. Subminimum rates available only under special federal certificate and must comply with state child labor standards.</p>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 12 - 13

<i>California Law</i>	<i>Federal Law</i>
<b>Occupational Restrictions</b>	
<p><b>May be employed:</b></p> <ul style="list-style-type: none"> <li>• As personal attendants;</li> <li>• In household occupations;</li> <li>• As news carriers; and</li> <li>• In the entertainment industry, on permits issued by the Labor Commissioner.</li> </ul> <p><b>May not be employed or permitted to work:</b></p> <ul style="list-style-type: none"> <li>• In occupations permitted only to minor who are at least 14 years old (see the section for 14- and 15-year olds);</li> <li>• In any hazardous occupation prohibited to minors under 16 (see the section for 14- and 15-year olds); or</li> <li>• In any hazardous occupation prohibited to 16- and 17-year olds (see the section for 16- and 17-year olds).</li> </ul> <p>May not be enrolled in Work Experience Education program.</p>	<p>May not be employed in firms subject to the Fair Labor Standards Act, except certain agricultural firms.</p>
<b>Exemptions</b>	
<p>No permits required for:</p> <ul style="list-style-type: none"> <li>• Any self-employed minor;</li> <li>• News carriers self-employed on a regular route to deliver newspapers to consumers (news carriers must be at least 12 years of age);</li> <li>• Irregular odd jobs in private homes such as babysitting or yard work; or</li> <li>• Employment by parent/guardian in domestic labor on or in connection with premises the parent/guardian owns, operates, or controls.</li> </ul> <p><b>NOTE:</b> Parent/guardians may not employ their minor children in manufacturing, mercantile, or other enterprises without work permits. Except as noted, parent employers are subject to all occupational restrictions.</p>	<p>FLSA's child labor provisions do not apply to:</p> <ul style="list-style-type: none"> <li>• Child actors or performers in motion pictures, theatrical, radio, or television productions;</li> <li>• News carriers;</li> <li>• Children employed as home workers for production of holly and evergreen wreaths, including harvesting of forest products for such wreaths; and</li> <li>• Most domestic service.</li> </ul> <p><b>NOTE:</b> Parent/guardians may employ their minor children under 16 in any occupation except mining or manufacturing, or in occupations declared hazardous in federal regulation for minors under 18. (See the section for 16- and 17-year olds).</p>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 12 - 13

<i>California Law</i>	<i>Federal Law</i>
<b>Agriculture</b>	
<p>May not be employed in any occupation declared hazardous in federal regulation to minors under 16 in agriculture, or in any occupation determined by state law or regulation to be hazardous.</p> <p>Minor's work performed on premises the parent/guardian owns, operates, or controls, requires no permit and has no occupational or work hour limitations, except that work may not be performed during school hours.</p> <p>Must be paid the wage rates provided in the applicable IWC Order. Parents are exempt from wage payment requirements.</p> <p>May not be employed in occupations declared hazardous in federal regulation for minors under 16 in agriculture. (See the section for 14- and 15-year olds.)</p>	<p>May be employed on farms owned or operated by the parent or person standing in place of the parent. Must be employed outside the school district's regular school hours.</p> <p>May be employed outside school hours with parent/guardian's written consent, or on the same farm employing the parent/guardian.</p> <p>May not be employed in occupations declared hazardous in federal regulation for minors under 16 in agriculture. (See the section for 14- and 15-year-olds.)</p>

## Basic Provisions and Regulations – Child Labor Laws

### MINORS AGES 14 - 15

<i>California Law</i>	<i>Federal Law</i>
<b>School Attendance</b>	
Must attend school full-time unless a high school graduate or equivalent.	State law applies.
<b>Permits to Work and to Employ</b>	
Required unless a high school graduate or equivalent. Permits may be more restrictive than minimum statutory standards.	Certificate of age required. (State permits suffice.)
<b>Hours of Work</b>	
<p><b>Maximum Hours:</b>            School not in session            Daily: 8 hours            Weekly: 40 hours            School in session –            Daily: 3 hours on school days, 8 hours on non-school days            Weekly: 18 hours; all hours must be outside of school hours            Work Experience Education enrollees may work up to 23 hours per week, any portion of which may be during school hours.</p> <p><b>Spread of Hours:</b>            7:00 a.m. to 7:00 p.m. (Labor Day – May 31)            7:00 a.m. to 9:00 p.m. (June 1 – Labor Day)</p> <p>See text for entertainment industry employment.</p>	
<b>Wages</b>	
<p>Must be paid at least wage rates required by the Industrial Welfare Commission.</p> <p><b>EXCEPTIONS:</b> Parents are exempt from minimum wage and overtime requirements.</p>	<p>Must be paid at least the wage rates required by the FLSA.</p> <p><b>EXCEPTIONS:</b> Casual babysitting (under 20 hours per week) and companionship services. Subminimum rates available only under a special federal certificate and must comply with state child labor standards.</p>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 14 - 15

<i>California Law</i>	<i>Federal Law</i>
<b>Occupational Restrictions</b>	
<p><b>May be employed:</b></p> <ul style="list-style-type: none"> <li>• In occupations expressly permitted in retail, food service, and gasoline service establishments;</li> <li>• Office and clerical work;</li> <li>• Cashiering, selling, modeling, art work, advertising, window dressing, and comparative shopping;</li> <li>• Price marking and tagging, assembling orders, packing and shelving;</li> <li>• Bagging and carry-out;</li> <li>• Errands and deliveries by foot, bike, or public transportation;</li> <li>• Clean-up work (may use vacuums and floor waxers, but not power mowers or cutters);</li> <li>• Kitchen work for preparation and serving of food and beverages (may use machines such as dishwashers, toasters, dumbwaiters, popcorn poppers, coffee grinders, and milkshake blenders);</li> <li>• Cleaning, packing, wrapping, labeling, weighing, pricing, and stocking vegetables and fruits;</li> <li>• In office or clerical work in transportation, warehousing and storage, communications, public utilities, and construction, if such work is not performed on trains, motor vehicles, aircraft, vessels, or any other form of transportation or at a construction site; or</li> <li>• In any other occupation, not prohibited to this age group by state or federal law or regulation.</li> </ul> <p><b>NOTE:</b> Cooking is prohibited, unless performed in plain view of customers, and if it is not the sole duty.</p> <p><b>May not be employed:</b></p> <ul style="list-style-type: none"> <li>• In any occupation declared hazardous in federal regulation for 16- and 17-year olds (see the section for that age group);</li> <li>• In occupations in mining, manufacturing, or processing, including any duties in related workrooms;</li> <li>• In occupations involving hoisting apparatuses, power-driven machinery, operation of motor-vehicles, or as helpers on vehicles, public messenger service;</li> </ul>	<p><b>May be employed:</b></p> <ul style="list-style-type: none"> <li>• In any gas station to dispense gas and oil, perform courtesy service, or clean, wash, or polish cars.</li> </ul> <p><b>NOTE:</b> Under state law, minors must be at least 16 to perform these activities.</p> <p><b>May not be employed:</b></p> <ul style="list-style-type: none"> <li>• In any gas station in work that involves the use of pits, racks, or lifting apparatuses, or the inflation of any tire mounted on a rim, equipped with a removable retainer ring.</li> </ul> <p><b>NOTE:</b> Under state law, minors must be at least 18 to perform these activities. Under both state and federal law, minors must be at least 16 to perform maintenance or repair on machines of any kind, such as automobiles, but does not include any work on or with machines prohibited to 16- and 17-year olds.</p>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 14 - 15

<i>California Law</i>	<i>Federal Law</i>
<b>Occupational Restrictions (continued)</b>	
<ul style="list-style-type: none"> <li>• In any occupation, except clerical as previously described, involving the transportation of persons or property by any means, or in warehousing and storage, communications, public utilities, or construction (including demolition and repair);</li> <li>• In occupations in the gasoline, retail, or food service industries, involving maintenance or repair of the establishment, machines, or equipment;</li> <li>• In or about boiler or engine rooms;</li> <li>• Operating or maintaining food slicers, grinders, choppers, or bakery mixers;</li> <li>• Outside window washing from window sills, or any work on scaffolds, ladders, etc.;</li> <li>• Cooking, except at lunch counters, snack bars, etc.;</li> <li>• Any work in freezers or meat coolers; or</li> <li>• Loading or unloading from trucks, railcars, or conveyors;</li> <li>• In door-to-door sales of newspapers or magazine subscriptions, candy, cookies, flowers, or other merchandise door-to-door, unless: <ul style="list-style-type: none"> <li>– Minors work in pairs as a team;</li> <li>– One adult supervisor for 10 or fewer minors;</li> <li>– Within sight or sound of the supervisor once every 15 minutes;</li> <li>– Returned to home or rendezvous point daily;</li> <li>– Work performed within 50 miles of minor's residence;</li> </ul> </li> <li>• Employer, transporter, supervisor registered with DLSE, if work over 10 miles from minors' homes.</li> <li>• In any occupation determined to be hazardous in state law or regulation, including, for example: <ul style="list-style-type: none"> <li>– Any business, exhibition, or vocation injurious to the health or dangerous to the life or limb of the minor [LC 1308(a)(1)];</li> <li>– Construction work of any kind, including work on any scaffolding;</li> <li>– Delivery goods, packages, papers (except newspapers), etc., from motor vehicles;</li> <li>– Gas station work, except previously listed duties. See federal list in this chart for more information;</li> </ul> </li> </ul>	

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 14 - 15

<i>California Law</i>	<i>Federal Law</i>
<b>Occupational Restrictions (continued)</b>	
<ul style="list-style-type: none"> <li>– Machine-related duties, including any occupation in close proximity to moving machinery, hazardous or unguarded belts, gearing, or in close proximity to functioning parts of unguarded or dangerous moving equipment. Minors may not adjust or repair belts, may not oil, wipe, or clean machinery, and may not assist in these activities.</li> <li>– Machines-operation or assistance involving, for example, machines for laundry or washing, mixing or grinding, paper cutting, power punching or shearing, wire or iron straightening, corrugating rolls, calendar rolls in paper and rubber manufacture, paper cutting, leather burnishing; stamping leather, paper, washer and nut manufacture, steam boilers, metal and woodworking, and drill presses or printing presses of any kind;</li> <li>– Manufacturing of any kind, including industrial home work (see text); or</li> <li>– Manufacture or use of dangerous dyes, gases, or use of dangerous acids, or manufacture or packing of paints, colors, tobacco, or lead.</li> <li>• On any vessel or boat engaged in navigation or commerce within state’s jurisdiction;</li> <li>• In close proximity to vessels or aircraft or functioning blades or propellers;</li> <li>• Any wandering, mendicant, or begging business;</li> <li>• In any activity in or on that portion of an establishment primarily designed for on-site consumption of alcohol;</li> <li>• To sell alcoholic beverages for off-site consumption, unless constantly supervised by a person 21 or older;</li> <li>• To sell lottery tickets, unless constantly supervised by a person 21 or older.</li> </ul> <p><b>PARTIAL LIST:</b> See text. Compliance with these standards does not justify non-compliance with any occupational prohibition for 16- and 17-year olds.</p>	

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 14 – 15

<i>California Law</i>	<i>Federal Law</i>
<b>Exemptions</b>	
<p>No permits required for:</p> <ul style="list-style-type: none"> <li>• Any self-employed minor;</li> <li>• News carriers self-employed on a regular route to deliver newspapers to consumers (news carriers must be at least 12 years of age);</li> <li>• Irregular odd jobs in private homes such as babysitting, lawn mowing, leaf raking, etc.; and</li> <li>• Employment by parent/guardian in domestic labor on or in connection with premises the parent/guardian owns, operates, or controls.</li> </ul> <p><b>NOTE:</b> Parent/guardians may not employ their minor children in manufacturing, mercantile, or any other enterprises without work permits. Except as noted, parent employers are subject to all occupational restrictions that affect other employers.</p>	<p>FLSA’s child labor provisions do not apply to:</p> <ul style="list-style-type: none"> <li>• Child actors or performers in motion pictures, theatrical, radio, or television productions;</li> <li>• News carriers;</li> <li>• Children employed as home workers for production of holly and evergreen wreaths, including harvesting of forest products for such wreaths; and</li> <li>• Most domestic service.</li> </ul> <p><b>NOTE:</b> Parent/guardians may employ their minor children under 16 in any occupation except mining or manufacturing, or in occupations declared hazardous in federal regulation for minors under 18. (See the section for 16- and 17-year olds.)</p>
<p><b>LIMITED EXEMPTION:</b> Training in some otherwise restricted occupation (but not in any occupation declared hazardous in federal regulation for minors under 18) permitted in bona fide Work Experience Education programs with a valid permit. Also, see Hours of Work for these training programs.</p>	
<b>Agriculture</b>	
<p><b>May be employed:</b></p> <p>With a permit on non-school days and on school days, during non-school hours. Under state law, work hours that apply to 14- and 15-year olds generally also apply when they are employed in agriculture.</p> <p>Must be paid at least the minimum wage rates provided in the applicable IWC Order. Parents/guardians exempt from wage payment requirements.</p> <p>When work is performed on premises owned, operated, or controlled by the parents or guardian, no permit is required, and there are no hour limitations during the time public schools are not in session. Minors may not work at such occupations while the public schools are in session.</p>	

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 14 – 15

<i>California Law</i>	<i>Federal Law</i>
<b>Agriculture (continued)</b>	
<p><b>May not be employed or permitted to work in agricultural occupations declared hazardous in federal regulation for minors under 16:</b></p> <ul style="list-style-type: none"> <li>• 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;</li> <li>• Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operations) any of the following machines: <ul style="list-style-type: none"> <li>– Corn picker;</li> <li>– Cotton picker;</li> <li>– Grain combine;</li> <li>– Hay mower;</li> <li>– Forage harvester;</li> <li>– Hay baler;</li> <li>– Potato digger;</li> <li>– Mobile pea viner;</li> <li>– Power post-hole digger;</li> <li>– Power post driver; or</li> <li>– Non-walking type of rotary tiller.</li> <li>– Trencher or earthmoving equipment;</li> <li>– Forklift;</li> <li>– Potato combine;</li> <li>– Power-driven circular, band, or chain saw.</li> </ul> </li> <li>• Working on a farm in a yard, pen, or stall occupied by a: <ul style="list-style-type: none"> <li>– Bull, boar, or stud horse maintained for breeding purposes; or</li> <li>– Sow with suckling pigs, or cow with newborn calf (with umbilical cord present).</li> </ul> </li> <li>• Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) from heights of over 20 feet;</li> <li>• Driving a bus, truck, or automobile when transporting passengers, or riding on a tractor as a passenger or helper;</li> </ul>	<p>May be employed outside school hours only. Parent permission not required.</p>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 14 – 15

<i>California Law</i>	<i>Federal Law</i>
<b>Agriculture (continued)</b>	
<ul style="list-style-type: none"> <li>• Working inside:               <ul style="list-style-type: none"> <li>– A fruit, forage, or grain storage designed to retain an oxygen deficient or toxic atmosphere;</li> <li>– An upright silo within two weeks after silage has been added, or when a top unloading device is in operating position;</li> <li>– A manure pit; or</li> <li>– A horizontal silo while operating a tractor for packing purposes.</li> </ul> </li> <li>• Handling or applying (including cleaning or decontaminating equipment, disposal or return of empty containers, or serving as a flagman for aircraft applying agricultural chemicals classified under Federal Insecticide, Fungicide, and Rodenticide Act (7 USC 135 et seq.) as Category I of toxicity, identified by the word “poison” and the “skull and crossbones” on the label; or Category II of toxicity, identified by the word “warning” on the label;</li> <li>• Handling or using a blasting agent including, but not limited to, dynamite black powder, sensitized ammonium nitrate, blasting caps, and primer cord; or</li> <li>• Transporting, transferring, or applying anhydrous ammonia.</li> </ul> <p><b>LIMITED EXEMPTIONS:</b> Training in some occupations permitted in bona fide training programs. See text.</p>	
<b>Sports Attendants</b>	
<p>May be employed in sports-attending services at professional baseball games until 10:00 p.m. on any night preceding a school day, or until 12:30 a.m. on any night preceding a non-school day.</p> <p>May work up to 5 hours a day, up to 18 hours per week, as a sports attendant when school is in session. May work up to 8 hours a day or a maximum of 40 hours per week when school is not in session.</p>	

## Basic Provisions and Regulations – Child Labor Laws

### MINORS AGES 16 – 17

<i>California Law</i>	<i>Federal Law</i>
<b>School Attendance</b>	
<p>Not required if a high school graduate, or has a certificate of proficiency. If regularly employed and not a high school graduate, or does not have a certificate of proficiency, must attend continuation school at least four hours per week.</p> <p>When not regularly employed and not a high school graduate, or does not have a certificate of proficiency, must attend continuation school 15 hours per week.</p>	State law applies.
<b>Permits to Work and to Employ</b>	
<p>Required unless a high school graduate or equivalent.</p> <p>Permits may be more restrictive than minimum statutory standards.</p>	Certificate of age required. (State permit suffices.)
<b>Hours of Work</b>	
<p><b>Maximum Hours:</b> Daily: 8 hours on non-school days; 4 hours on school days. 5 hours per day as sports attendant. Weekly: 48 hours</p> <p>“School day” means equal to or greater than 4 hours required attendance.</p> <p><b>NOTE:</b> Part-time students may work during the regular school hours of the school district, but such work may not interfere with their part-time schooling requirements. No exceptions to minimum work hour standards may be granted for these minors.</p> <p><b>Spread of Hours:</b> 5:00 a.m. to 10:00 p.m. (until 12:30 a.m. on days preceding a non-school day).</p> <p><b>EXCEPTIONS:</b> Work Experience Education enrollees may work until 12:30 a.m. on any day with approval. Messenger: 6:00 a.m. to 9:00 p.m. only.</p> <p>High school graduates may be employed for the same hours as an adult.</p> <p>See text for entertainment industry employment.</p>	

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 16 - 17

<i>California Law</i>	<i>Federal Law</i>
<b>Wages</b>	
<p>Must be paid at least wage rates required by the Industrial Welfare Commission. Must receive any applicable overtime pay.</p> <p><b>EXCEPTIONS:</b> Parents are exempt from minimum wage and overtime requirements.</p> <p>Work Experience Education enrollees must be paid at least the adult minimum wage for any work performed between 10:00 p.m. and 12:30 a.m.</p> <p>High school graduates must be paid commensurate with adults.</p>	<p>Must be paid at least the federal minimum wage. Must be paid overtime after 40 hours in a week.</p> <p><b>EXCEPTIONS:</b> Casual babysitting (under 20 hours per week) and companionship services. Subminimum rates available only under a special federal certificate and must comply with state child labor standards.</p>
<b>Occupational Restrictions</b>	
<p><b>May not be employed or permitted to work in any occupation declared hazardous in federal regulation for persons under 18:</b></p> <ul style="list-style-type: none"> <li>• Manufacturing or storing explosives (including small arms ammunition);</li> <li>• Motor vehicle driving and outside helper;</li> <li>• Logging and saw milling;</li> <li>• Power-driven woodworking machines;</li> <li>• Power-driven circular saws, band saws, and guillotine shears;</li> <li>• Power-driven hoisting apparatuses (including forklifts);</li> <li>• Roofing, excavation, wrecking, demolition, and shipbreaking operations;</li> <li>• Power-driven metal-forming, punching, and shearing machines;</li> <li>• Slaughtering, meat packing, processing, or rendering;</li> <li>• Power-driven bakery machines;</li> <li>• Power-driven paper products machines;</li> <li>• Manufacturing brick, tile, and kindred products;</li> <li>• Coal mining;</li> <li>• Mining other than coal mining; or</li> <li>• Exposure to radioactive substances.</li> </ul>	

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 16 - 17

<i>California Law</i>	<i>Federal Law</i>
<b>Occupational Restrictions (continued)</b>	
<p><b>May not be employed:</b></p> <ul style="list-style-type: none"> <li>• In any gas station in work that involves the use of pits, racks, or lifting apparatuses, or the inflation of any tire mounted on a rim, with a removable retaining ring;</li> <li>• In or on that portion of an establishment primarily designed for on site consumption of alcohol;</li> <li>• To sell alcoholic beverages for off-site consumption, unless constantly supervised by a person 21 or older;</li> <li>• To sell lottery tickets unless constantly supervised by a person 21 or older.</li> </ul>	<p><b>All work on or about a roof is prohibited. The prohibition includes:</b></p> <ul style="list-style-type: none"> <li>• Carpentry, metal work, painting and coating for alterations, additions, maintenance and repair;</li> <li>• Construction of the sheathing or base of roofs including roof trusses or joists;</li> <li>• Gutter and downspout work;</li> <li>• Installation and servicing of television and communication equipment; heating, ventilation and air conditioning equipment; or similar appliances attached to roofs; and</li> <li>• Any similar work that is required to be performed on or about roofs, including all jobs on the ground related to roofing operations.</li> </ul>
<p><b>Driving Restrictions:</b></p> <p>Employees under the age of seventeen are prohibited from performing any job-related driving on public roadways. Seventeen-year-old employees may perform driving on public highways that is occasional and incidental to employment within a thirty (30) mile radius from the workplace during daylight hours, provided that:</p> <ul style="list-style-type: none"> <li>• The vehicle does not exceed 6,000 pounds (including payload) and is equipped with seat belts, which the employer must train and require the driver and passengers to use; and</li> <li>• The minor has a valid drivers license for the type of driving involved, has completed a state-approved driver's education course, and has no moving violations when hired.</li> </ul> <p><b>The following activities are prohibited:</b></p> <ul style="list-style-type: none"> <li>• Towing vehicles; route deliveries or sales; the transportation for hire of property, goods, or passengers; urgent, time-sensitive deliveries; or the transporting more than three passengers at any one time, including the employees of the employer; and</li> <li>• More than two trips away from the primary place of employment in any single day to deliver goods to a customer or to transport passengers other than the employees of the employer.</li> </ul>	<p><b>For sixteen- and seventeen-year olds - balers and compactors:</b></p> <p>Both sixteen- and seventeen-year-old employees may load materials into, but not operate or unload, scrap paper balers and paper box compactors, provided that:</p> <ul style="list-style-type: none"> <li>• The equipment meets applicable American National Standards Institute safety standards;</li> <li>• The equipment cannot be operated while being loaded;</li> <li>• The on/off switch has a key-lock or other system controlled by employees who are 18 years of age or older;</li> <li>• The switch is in the “off” position when the machine is not in operation; and</li> <li>• The employer posts a notice listing the specific details from the regulations on the equipment.</li> </ul>

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 16 - 17

<i>California Law</i>	<i>Federal Law</i>
<b>Exemptions</b>	
<p><b>No permits required for:</b></p> <ul style="list-style-type: none"> <li>• Any self-employed minor;</li> <li>• News carriers;</li> <li>• Irregular odd jobs in private homes, such as babysitting, yard work, etc.</li> <li>• Employment by parent/guardian in domestic labor on or in connection with premises the parent/guardian owns, operates, or controls.</li> </ul> <p><b>NOTE:</b> Parent/guardians may not employ their minor children in manufacturing, mercantile, or other enterprises without work permits. Except as noted, parent employers are subject to all occupational restrictions.</p>	<p>Persons under 18 who are high school graduates, and who have completed a bona fide training program in a hazardous occupation, may be employed in that occupation.</p> <p><b>NOTE:</b> Parent/guardians may not employ their children in occupations declared hazardous in federal regulation for minors under 18.</p>
<p><b>LIMITED EXEMPTION:</b> Training in bona fide Work Experience Education and apprenticeship training programs. Student learners and apprentices (who must be at least 16 years of age) may be trained within specified limits in otherwise prohibited occupation involving:</p> <ul style="list-style-type: none"> <li>• Power-driven woodworking machines;</li> <li>• Power-driven metal-forming, punching, and shearing machines;</li> <li>• Slaughtering or meat-packing and processing;</li> <li>• Power-driven paper products machines;</li> <li>• Power-driven circular saws, band saws, and guillotine shears; or</li> <li>• Roofing and excavation.</li> </ul> <p>Training not available in any other occupations prohibited to minors under 18.</p>	

## Basic Provisions and Regulations – Child Labor Laws

### EMPLOYMENT OF MINORS AGES 16 - 17

<i>California Law</i>	<i>Federal Law</i>
<b>Agriculture</b>	
<p>Work hours same as all other minors, except that minors employed in an agricultural packing plant may work up to 10 hours on any non-school day during the peak harvest season, under a special extension granted to the employer by the Labor Commissioner.</p> <p>Minors' work performed on premises the parent/guardian owns, operates, or controls, requires no permit and has no occupational or work hour limitations, except that work may not be performed during school hours.</p> <p>Must be paid the wage rates provided in the applicable IWC Order. Parents are exempt from wage payment requirements.</p>	<p>No work hour or occupation limitations.</p>
<b>Sports Attendants</b>	
<p>May be employed in "sports-attending services" at professional baseball games until 10:00 p.m. on any night preceding a school day, or until 12:30 a.m. on any night preceding a non-school day.</p> <p>May work up to 5 hours a day, up to 18 hours per week, as a sports attendant when school is in session. May work up to 8 hours a day or a maximum of 48 hours per week when school is not in session.</p>	

## Basic Provisions and Regulations – Child Labor Laws

### ENTERTAINMENT INDUSTRY

Age	Work Time	Concurrent Requirements
15 days to 6 months	<p><b>Maximum Hours:</b> 20 minutes work activity; 2 hours maximum at employment site.</p> <p><b>Spread of Hours:</b> 9:30 a.m. to 11:30 a.m. and 2:30 p.m. to 4:30 p.m. (Exceptions possible with parent and teacher approval.)</p>	<p>Permits to work and employ required.</p> <p>Parent or guardian must be present.</p> <p>1 studio teacher and 1 nurse must be present for each 3 or fewer infants 15 days to 6 weeks old; for each 10 or fewer 6 weeks to 6 months old.</p> <p>Infants may not be exposed to light exceeding 100-foot candles for more than 30 seconds.</p>
6 months to 2 years	<p><b>Maximum Hours:</b> 2 hours work activity; 4 hours max at employment site, with balance for rest and recreation.</p> <p><b>Spread of Hours:</b> 5 a.m. to 12:30 a.m.</p>	<p>Permits to work and employ required unless the minor is a high school graduate or equivalent. High school graduates may be employed as adults.</p> <p>Parent or guardian must be present.</p>
2 to 6 years	<p><b>Maximum Hours:</b> 3 hours work activity; 6 hours maximum at employment site with balance for rest and recreation.</p> <p><b>Spread of Hours:</b> 5 a.m. to 12:30 a.m.</p>	<p>A studio teacher, responsible for the health, safety, and morals of the minor, must be present.</p> <p>1 studio teacher is required per 10 minors on school days; per 20 minors on weekends, holidays, school breaks, and vacations. Studio teacher need only be present for minors' schooling if minor is still required to attend school.</p>
6 to 9 years	<p><b>Maximum Hours:</b> Non-school days: 6 hours work activity, with 1 hour rest and recreation.  School days: 4 hours work activity, 3 hours school, with 1 hour rest and recreation. 8 hours maximum at employment site.</p> <p><b>Spread of Hours:</b> 5 a.m. to 12:30 a.m. (to 10 p.m. preceding schooldays &gt; 4 hours).</p>	<p>Minors in grades one through six must be tutored between the hours of 7 a.m. and 4 p.m. Minors in grades seven through twelve must be tutored between the hours of 7 a.m. and 7 p.m.</p>
9 to 16 years	<p><b>Maximum Hours:</b> Non-school days: 7 hours work activity with 1 hour rest and recreation.  School days: 5 hours work activity, 3 hours school, with 1 hour rest and recreation. 9 hours maximum at employment site.</p> <p><b>Spread of Hours:</b> May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays &gt; 4 hours).</p>	

## Basic Provisions and Regulations – Child Labor Laws

Age	Work Time	Concurrent Requirements
16 to 18 years	<p><b>Maximum Hours:</b>            Non-school days: 8 hours work activity with 1 hour rest and recreation.</p> <p>School days: 6 hours work activity, 3 hours school, with 1 hour rest and recreation. 10 hours maximum at employment site.</p> <p><b>Spread of Hours:</b>            May only be employed between 5 a.m. and 12:30 a.m. (to 10 p.m. preceding schooldays &gt; 4 hours).</p>	