



PennState
Dickinson Law

Center for Agricultural
and Shale Law

Minors Working on the Farm: Child Labor Laws for Agricultural Employers

Presented by:

Audry Thompson

Staff Attorney,

Penn State Center for Agricultural and Shale Law





"Children, Minors & Farm Work"



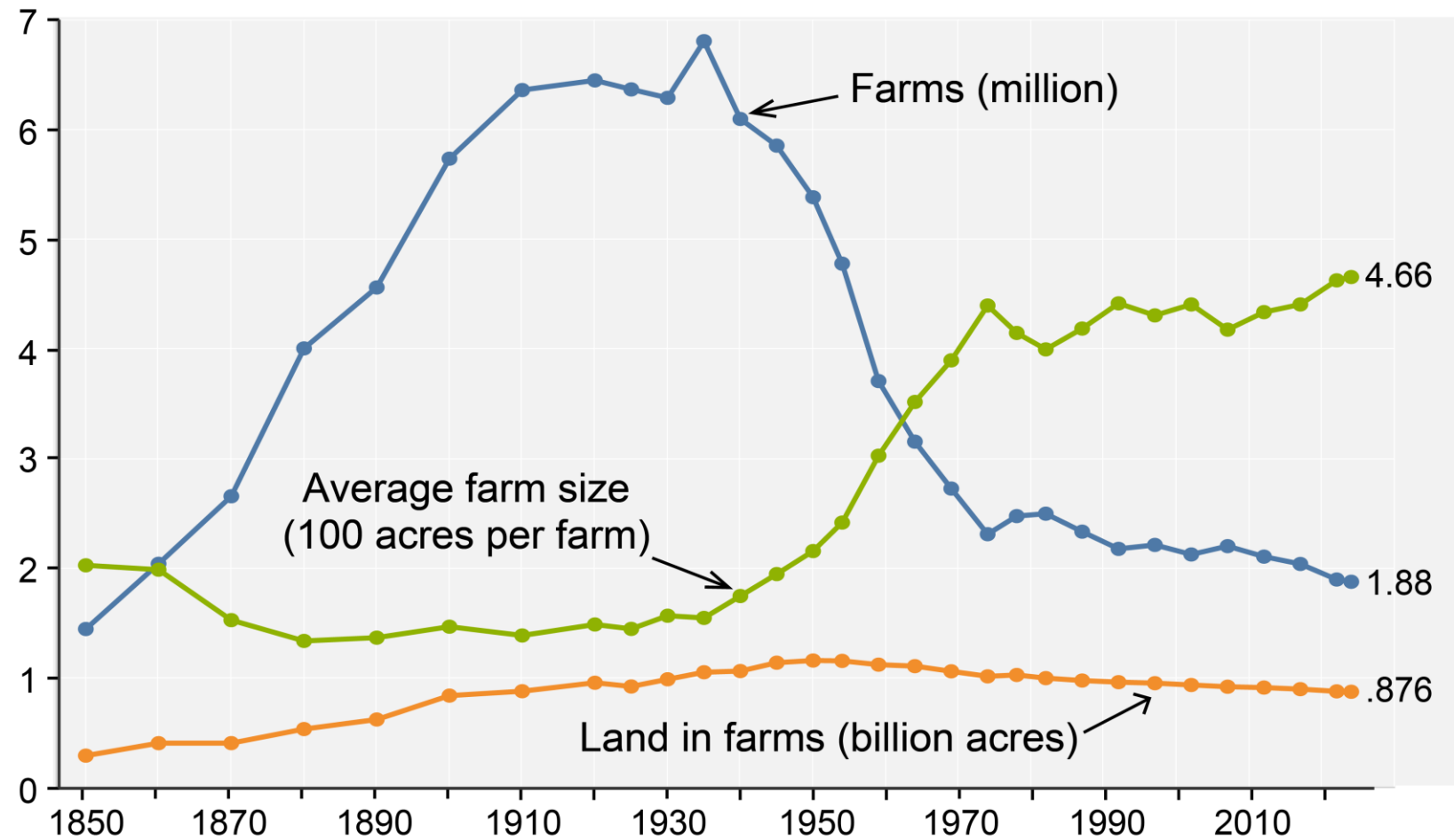
Library of Congress: Group of children posing under sign "U.S. Department of Agriculture Farm Security Administration Farm Workers Community" https://www.loc.gov/resource/afc1985001.afc1985001_p014/?r=-0.269,-0.002,1.586,0.897,0



Library of Congress: Mexican girl, carrot worker, Edinburg, Texas digital file from original <https://www.loc.gov/resource/fsa.8a25122/>

Farms, land in farms, and average acres per farm, 1850–2024

Million farms, billion acres, or 100 acres per farm



Source: USDA, Economic Research Service using data from USDA, National Agricultural Statistics Service, Censuses of Agriculture (through 2022) and *Farms and Land in Farms: 2024 Summary* (February 2025).



Overview

- Federal child labor law—*NON*-agricultural
 - Hazardous occupations
 - Listed jobs for 14-15 years old
- Federal child labor law—Agricultural work
 - “Agriculture” under FLSA
 - Federal agricultural exemption
 - Agricultural hazardous occupations
 - Exemptions
- Cases
- Best Practices



"Children, Minors & Farm Work"

Age Matters—Federal & state laws treat gradations of "minor" differently for employment in agriculture

Generally, four age categories:

1. Under 12

2. 12–13

3. 14–15

4. 16(–17)

18—Adult ("you're on your own, kid")



Elements/Factors to Consider

Four age categories:

1. Under 12
2. 12–13
3. 14–15
4. 16–17



- **Who** will minor perform work for?
 - Familial/parent relationship
- **Where** will minor work?
 - Nature of ownership/size of operation

- 
- **Whether** minor may perform work
 - **What** work may minor perform (actions/type)—Hazardous/non-hazardous
 - **When** minor may work (Time)—Day/evening, in relation to school hours
 - **How long** minor may work (Duration)—Per day/week
 - **Conditions** for work performance—Parental consent/work permit



FLSA Child Labor: *NON*-Agricultural

Age	Jobs They Can Perform	When they can work	Other Conditions
18	ALL—including hazardous jobs	Anytime	None
16	ANY JOBS , EXCEPT— NO hazardous jobs	Anytime	None
14	<i>Specific listed jobs</i> ; NO hazardous jobs	Limited times/hours	None
13 & under	None —employment not allowed except for parents, in acting, newspaper delivery, and wreath-making	None	N/A



"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

1. Explosives
2. Radioactive Material
3. Coal Mining
4. Mining other than Coal
5. Working with Metal
6. Brick and Tile
7. Demolition
8. Roofing
9. Trenching and Excavation
10. Logging, Forestry and Sawmilling
11. Forklifts and Skid-Steers
12. Power-Driven Woodworking Machinery
13. Power-Driven Saws
14. Meat Processing and Slicing
15. Power-Driven Bakery Machines
16. Compactors and Balers
17. Driving



"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot work with
or around

- **Explosives &
Radioactive Material**



U.S. Department of Labor, Child Labor Exploitation: How to Comply with Federal Labor Laws <https://www.dol.gov/sites/dolgov/files/WHD/child-labor/child-labor-exploitation2023-employers-advocates-associations.pdf>

"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot work in

- **Mining or**
- **Coal mining**



By Aditya Suseno - Own work, CC0,
<https://commons.wikimedia.org/w/index.php?curid=44326763>

By Corn, Jack, 1929-, Photographer - Wikimedia commons File:FIRST SHIFT OF MINERS AT THE VIRGINIA-POCAHONTAS COAL COMPANY MINE ^4 NEAR RICHLANDS, VIRGINIA, LEAVING THE ELEVATOR.... - NARA - 556393.jpg, Public Domain,
<https://commons.wikimedia.org/w/index.php?curid=53901579>

"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot work in

- **Wrecking and demolition**
- **Roofing**
- **Trenching and excavation**



U.S. Department of Labor, Child Labor Exploitation: How to Comply with Federal Labor Laws <https://www.dol.gov/sites/dolgov/files/WHd/child-labor/child-labor-exploitation2023-employers-advocates-associations.pdf>

"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot work in

- **Forest fire fighting**
- **Forest fire prevention**
- **Forestry services**
- **Logging**
- **Sawmills**





"Particularly Hazardous" *NON*-Agricultural Occupations. Prohibited for Minors under 18



U.S. Department of Labor, Child Labor Exploitation: How to Comply with Federal Labor Laws
<https://www.dol.gov/sites/dolgov/files/WHD/child-labor/child-labor-exploitation2023-employers-advocates-associations.pdf>

Children cannot
Operate or ride on a power-driven hoisting apparatus:

- Forklifts
- Non-automatic elevators
- Skid-steers
- Scissor lifts
- Cherry pickers
- Boom trucks
- Cranes



"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot use or work around **power-driven woodworking machinery:**

- Power-driven circular saws
- Band saws
- Chain saws
- Woodchippers
- Abrasive cutting discs



U.S. Department of Labor, Child Labor Exploitation: How to Comply with Federal Labor Laws <https://www.dol.gov/sites/dolgov/files/WHDC/child-labor/child-labor-exploitation2023-employers-advocates-associations.pdf>



"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot work in

- **Meat & poultry slaughtering, processing, or packing**

Or use or clean power-driven meat-processing machines:

- Meat slicers
- Saws
- Meat Choppers



"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18



Children cannot use, set up
or clean

- **Power-driven bakery machines like**
- **Vertical dough mixers**

"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

- Children cannot use
- **Balers**
 - **Compactors**
 - **Power-driven paper-products machines**

"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

Children cannot

- **Drive motor vehicles***
- **Load, unload, or secure cargo**

*Limited exception for 17-year olds



U.S. Department of
Labor, Child Labor
Exploitation: How to
Comply with Federal
Labor Laws
<https://www.dol.gov/sites/dolgov/files/WH/child-labor/child-labor-exploitation2023-employers-advocates-associations.pdf>



"Particularly Hazardous" *NON*-Agricultural Occupations: Prohibited for Minors under 18

1. Explosives
2. Radioactive Material
3. Mining
4. Mining other than Coal
5. Metal working & shearing
6. Brick and Tile
7. Demolition
8. Roofing
9. Trenching & Excavation
10. Logging, Forestry and Sawmilling
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12. Power-Driven Woodworking Machinery
13. Power-Driven Saws
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FLSA Child Labor: *NON*-Agricultural

Age	Jobs They Can Perform	When they can work	Other Conditions
18	ALL—including hazardous jobs	Anytime	None
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13 & under	None —employment not allowed except for parents, in acting, newspaper delivery, and wreath-making	None	N/A



Permitted jobs for 14- and 15-year-olds under NON-Agricultural Child Labor Provisions

- Office and clerical work
- Intellectual/Creative/Artistic work
- Errand & delivery by foot, bicycle or public transit
- Certain work with cars & trucks (pumping gas, washing cars, etc.)
- Lifeguarding—meet certain requirements
- In establishments where machinery used to process wood—certain conditions
- **Loading/unloading onto motor vehicles—certain items***
- **Certain retail work***
- **Clean up work***
- **Cooking***
- **Kitchen work & kitchen cleaning***
- **Cleaning vegetables & fruits***

These jobs are OK!



NON-Ag Ages 14-15: Loading/Unloading Items onto Motor Vehicles for Work Site Use



- “light, non-power-driven, hand tools”
- “rakes, hand-held clippers, shovels, and brooms”
- “personal protective equipment” for the minor’s use at the work site;
- personal items such as a
 - back pack, a lunch box, or a coat
- Does **not** include
 - trash
 - sales kits
 - promotion items or items for sale,
 - lawn mowers or other power-driven lawn maintenance equipment.
 - safety equipment like barriers, cones, or signage

OK for 14–15 years old!



NON-Ag Ages 14-15: Retail Work

- Cashiering and selling
- Price marking and tagging by hand or machine
- Packing and shelving
- Assembling orders
- Bagging and carrying out customers' orders



Photo by [Blake Wisz](#) on [Unsplash](#)

OK for 14-15 years old!



NON-Ag Ages 14-15: Clean Up Work

- May use vacuum cleaners and floor waxers
- “maintenance of grounds”

OK for 14–15 years old!

Does **not** include use of

- power-driven mowers
- cutters
- trimmers
- edgers, or similar equipment



NON-Ag Ages 14-15: Cooking

May use

- electric or gas grills
- deep fryers that automatically raise and lower the baskets into the hot oil

**OK for 14-15
years old!**



May **not**

- cook over an open flame
- Use equipment such as
 - rotisseries
 - broilers
 - pressurized equipment including fryolators
 - cooking devices that operate at extremely high temperatures such as “Neico broilers”



NON-Ag Ages 14-15: Kitchen Work— Prepare and Serve Food & Beverages

May use

- dishwashers
- toasters
- dumbwaiters
- popcorn poppers
- milk shake blenders
- coffee grinders
- automatic coffee machines
- warmers, steam tables, and heat lamps
- microwave ovens to warm prepared food, not above 140 °F.

**OK for 14–15
years old!**





NON-Ag Ages 14-15: Kitchen Work–Cleaning

- Minors are permitted to
 - clean kitchen equipment (not otherwise prohibited)
 - remove oil or grease filters
 - pour oil or grease through filters, and
 - move receptacles containing hot grease or hot oil if not above 100 °F.
- Also may “occasionally enter freezers momentarily to retrieve items in conjunction with restocking or food preparation.”

OK for 14–15 years old!



NON-Ag Ages 14-15: Cleaning Vegetables & Fruits

Permitted:

- wrapping,
 - sealing,
 - labeling,
 - weighing,
 - pricing, and
 - stocking of items, including vegetables, fruits, and meats,
- OK for 14-15 years old!**
- when performed in areas physically separate from a freezer or meat cooler.



By Ali Karimian from Tbilisi, Georgia - Fruit & Vegetable Box, CC BY-SA 2.0, <https://commons.wikimedia.org/w/index.php?curid=91772661>



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- Certain work with cars & trucks (pumping gas, washing cars, etc.)
- Lifeguarding—meet certain requirements
- In establishments where machinery used to process wood—certain conditions
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These jobs are OK!



FLSA Child Labor: *NON*-Agricultural

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Non-Ag Child Labor: Hours for 14- and 15-year-olds



- May only work “outside of school hours”
- May not work:
 - More than 3 hours on a school day, including Friday;
 - More than 18 hours per week when school is in session;
 - More than 8 hours per day when school is not in session;
 - More than 40 hours per week when school is not in session; and
 - Before 7:00 a.m. or after 7:00 p.m. on any day,
 - except from June 1 through Labor Day, when nighttime work hours are extended to 9:00 p.m.



Non-Ag Child Labor: Hours for 14- and 15-year-olds



- “school day” or “school week”
 - any day or week when the public school where the minor lives while employed is in session.
- Exceptions:
 - graduated from high school
 - excused from compulsory school attendance
 - enrolled in an approved Work Experience or Career Exploration Program or Work-Study Program



"Parental Exemption from *NON*-Agricultural Provisions of FLSA"

“The federal child labor provisions do not apply to
Children . . . employed by their parents in occupations ***other than
those declared hazardous*** by the Secretary of Labor.”

DOL Child Labor Bulletin 101, p. 3
<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/childlabor101.pdf>



"Parental Exemption from the Agricultural Provisions of FLSA"

"A child of **any age** may be employed by his or her parent or person standing in place of the parent at **any time** in **any occupation** on a ***farm owned or operated by that parent*** or person standing in place of that parent."

DOL Child Labor Bulletin 102, p. 2
<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/childlabor102.pdf>



What is "Agriculture" Under FLSA?

("Primary Agriculture")

- "farming in all its branches
- cultivation and tillage of the soil
- dairying
- the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities
- the raising of
 - livestock,
 - bees,
 - fur-bearing animals, or
 - poultry

and

("Secondary Agriculture")

"any practices (including forestry or lumbering operations)

- performed by a farmer or on a farm
- as an incident to or in conjunction with such farming operations, including
 - preparation for market, [and]
 - delivery
 - to storage or
 - to market or
 - to carriers for transportation to market."

[29 U.S.C. § 203\(f\)](#)



"Incident to or in Conjunction With "Such Farming Operations"

- **Practices must be performed in connection with farmer's own farming!**
 - Examples that are NOT a farmer's own farming:
 - Processing/packing commodities from other farming operations
 - Storing commodities from other farmers
- Generally, such a practice
 - constitutes an established part of agriculture,
 - **is subordinate to the farming operations involved**, and
 - **does not amount to an independent business"**

("Secondary Agriculture")

"any practices (including forestry or lumbering operations)

- performed by a farmer or on a farm
- **as an incident to or in conjunction with such farming operations**, including
 - preparation for market, [and]
 - delivery
 - to storage or
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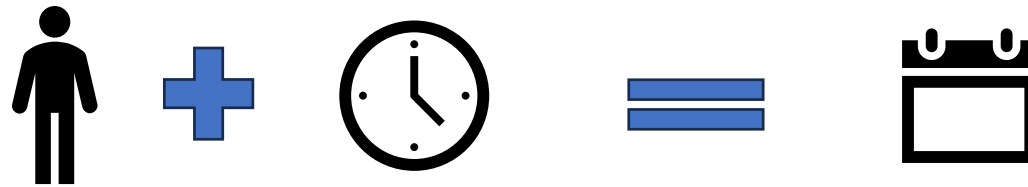


FLSA Child Labor: Agricultural Provisions

Age	Jobs They Can Perform	When they can work	Other Conditions
16+	All—including agricultural hazardous jobs	Anytime	None
14-15	Any, but NO agricultural hazardous jobs	Outside school hours	None
12-13	Any, but NO agricultural hazardous jobs	Outside school hours	W/ written parental consent or on farm where parent also employed
Under 12	Any, but NO agricultural hazardous jobs	Outside school hours	On "small farm" (500 Man-Days) AND with parental consent

Man-day Detour . . .

“Man-day” means any day during which an employee performs any agricultural labor for not less than one hour.



Examples:

1 employee works for 1 hour = 1 Man-Day AND

1 employee works for 8 hours = 1 Man-Day (**1-Man** day?)

5 employees work for 8 hours = 5 Man-Days (**5-Man** day?)

Man-day Math

DOL: “500 man-days is approximately the equivalent of seven employees employed full-time in a calendar quarter.”

Jan-Mar

Apr-Jun

July-Sept

Oct-Dec

No. of Employees	5 Days/wk	6 Days/wk	7 Days/wk
5	325	390	455
6	390	468	546
7	455	546	637



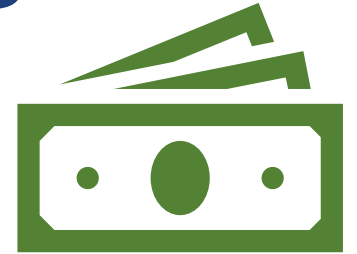
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Non-Ag & Agricultural Child Labor: Wages

- Minors must be paid at least the minimum wage for all hours worked
 - May be paid by hour, piece rate, day rate, salary, or combination
 - But hourly earnings must average minimum wage!





Non-Ag & Agricultural Child Labor: Wages–Exceptions



- If under 20, may be paid \$4.25 for first 90 days
- 500-man day farms exempt from federal minimum wage

FLSA Child Labor: Non-Ag vs. Ag

Age	Jobs They Can Perform	When can work	Other Conditions	Age	Jobs They Can Perform	When can work	Other Conditions
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16	<u>Any</u> , but NO hazardous jobs	Anytime	None	16+	All—Including agricultural hazardous jobs	Anytime	None
14	<u>Specific listed jobs</u> ; NO hazardous jobs	Limited times/hrs	None	14-15	Any, but NO agricultural hazardous jobs	Outside school hours	None
13 & under	None—employment not allowed except for parents, in acting, newspaper delivery, and wreath-making	None	N/A	12-13	Any, but NO agricultural hazardous jobs	Outside school hours	W/ written parental consent or on farm parent also employed
				Under 12	Any, but NO agricultural hazardous jobs	Outside school hours	On "small farm" (500 Man-Days) AND with parental consent

“Particularly Hazardous” Agricultural Occupations, Prohibited for Minors Under 16

- (1) 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.
- (2) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following machines: (i) Corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, or mobile pea viner; (ii) Feed grinder, crop dryer, forage blower, auger conveyor, or the unloading mechanism of a nongravity-type self-unloading wagon or trailer; or (iii) Power post-hole digger, power post driver, or nonwalking type rotary tiller.
- (3) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following machines: (i) Trencher or earthmoving equipment; (ii) Fork lift; (iii) Potato combine; or (iv) Power-driven circular, band, or chain saw.
- (4) Working on a farm in a yard, pen, or stall occupied by a: (i) Bull, boar, or stud horse maintained for breeding purposes; or (ii) Sow with suckling pigs, or cow with newborn calf (with umbilical cord present)
- (5) Felling, bucking, skidding, loading, or unloading timber with butt diameter of more than 6 inches.
- (6) Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 20 feet.
- (7) Driving a bus, truck, or automobile when transporting passengers, or riding on a tractor as a passenger or helper.
- (8) Working inside: (i) A fruit, forage, or grain storage designed to retain an oxygen deficient or toxic atmosphere; (ii) An upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position; (iii) A manure pit; or (iv) A horizontal silo while operating a tractor for packing purposes.
- (9) 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 the Federal Insecticide, Fungicide, and Rodenticide Act 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;
- (10) Handling or using a blasting agent, including but not limited to, dynamite, black powder, sensitized ammonium nitrate, blasting caps, and primer cord; or
- (11) Transporting, transferring, or applying anhydrous ammonia.



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(1)

- 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

By Sam Craig, CC BY-SA 2.0, <https://commons.wikimedia.org/w/index.php?curid=9978806>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(2)(i)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Corn picker**

New Holland CR9060 combine harvester with a corn picker header, Beatrice, Nebraska, USA, https://commons.wikimedia.org/wiki/File:New_Holland_CR9060,_Beatrice,_NE.jpg



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(2)(i)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Cotton Picker**

The Spindle-Type Cotton Harvester, <https://www.cottoninc.com/cotton-production/ag-resources/harvest-systems/the-spindle-type-cotton-harvester/>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Corn combine harvest with grain cart,
https://commons.wikimedia.org/wiki/File:Corn_combine_harvest_with_grain_cart-4.jpg

29 C.F.R. § 570.71(a)(2)(i)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Grain Combine**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Successful Farming, New Hay Mowers on the Market (Sept. 14, 2022)
<https://www.agriculture.com/machinery/hay-and-forage-equipment/new-hay-mowers-on-the-market>

29 C.F.R. § 570.71(a)(2)(i)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Hay Mower**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

29 C.F.R. § 570.71(a)(2)(i)

**May not operate or assist to
operate**

(including starting, stopping, adjusting,
feeding, or any other activity involving
physical contact associated with the
operation)

- **Forage Harvester**





"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

29 C.F.R. § 570.71(a)(2)(i)

**May not operate or assist to
operate**

(including starting, stopping, adjusting,
feeding, or any other activity involving
physical contact associated with the
operation)

- **Hay Baler**



Farm Progress, Get baler ready to make hay, Photo courtesy of New Holland,
<https://www.farmprogress.com/forage/get-baler-ready-to-make-hay>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Checchi & Magli SP150-SP160 Potato Digger,
<https://bdimachinery.com/product/checchi-magli-sp150-sp160-potato-digger>

29 C.F.R. § 570.71(a)(2)(i)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Potato Digger**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



By Mobile pea viners at Golden Ball Farm, Saddlebow by Richard Humphrey, CC BY-SA 2.0,
<https://commons.wikimedia.org/w/index.php?curid=107309024>

29 C.F.R. § 570.71(a)(2)(i)

**May not operate or assist to
operate**

(including starting, stopping, adjusting,
feeding, or any other activity involving
physical contact associated with the
operation)

- **Mobile Pea Viner**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



The Feed Grinder Mixer, Friend, or Foe? Richard Purdin, ANR/CD Educator, OSU Extension
Adams County <https://u.osu.edu/beef/2022/11/30/the-feed-grinder-mixer-friend-or-foe/>

29 C.F.R. § 570.71(a)(2)(ii)

**May not operate or assist to
operate**

(including starting, stopping, adjusting,
feeding, or any other activity involving
physical contact associated with the
operation)

- **Feed grinder**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Batch Grain Dryers, Univ. Wisconsin Ext. <https://fyi.extension.wisc.edu/energy/grain-drying-and-storage/batch-grain-dryers/>

29 C.F.R. § 570.71(a)(2)(ii)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Crop Dryer**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

29 C.F.R. § 570.71(a)(2)(ii)

**May not operate or assist to
operate**

(including starting, stopping, adjusting,
feeding, or any other activity involving
physical contact associated with the
operation)

- **Forage Blower**



Fieldline Forage Blowers, <https://www.fieldlineequipment.com/forage-blowers/>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(2)(ii)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **auger conveyor**

The auger device that receives freshly harvested grapes at the crush pad of at Columbia Crest winery in Patterson, Washington. https://commons.wikimedia.org/wiki/File:Auger_at_crush_pad_hopper_of_Columbia_Crest.jpg



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

29 C.F.R. § 570.71(a)(2)(ii)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **the unloading mechanism of a nongravity-type self-unloading wagon or trailer**



WheelTractor.com, Self-Unloading Wagon

<https://www.wheeltractor.com/products/offer/Self-unloading-wagon.html>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(2)(iii)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Power post-hole digger**

Home Depot, 1500-Watt 1.6 HP Electric Earth Post Hole Digger with 6 in. Digging Auger Drill Bit in Black,
<https://www.homedepot.com/p/XtremepowerUS-1500-Watt-1-6-HP-Electric-Earth-Post-Hole-Digger-with-6-in-Digging-Auger-Drill-Bit-in-Black-85060-H2/319503536#overlay>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(2)(iii)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **Power post driver**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(2)(iii)

May not operate or assist to operate

(including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation)

- **nonwalking type rotary tiller.**

Agri Supply, King Kutter® Rotary Tiller, Gear Driven, 7 '
<https://www.agrisupply.com/king-kutter-rotary-tiller-gear-driven/p/76683/>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(3)

May not operate:

- **Trencher or earthmoving equipment**

By McKaby - Own work, CC BY-SA 4.0,
<https://commons.wikimedia.org/w/index.php?curid=92682963>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(3)

May not operate:

- **Fork lift**

Phil_Parker, CC BY 2.0 <<https://creativecommons.org/licenses/by/2.0/>>, via Wikimedia Commons



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(3)

May not operate:

- **Potato combine**

AgriExpo, Potato harvester machine AR-3W/4W <https://www.agriexpo.online/prod/pmc-harvesters/product-175622-48969.html>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(3)

May not operate:

- **Power-driven circular, band, or chain saw**

Chainsaw, https://commons.wikimedia.org/wiki/File:Motors%C3%A4ge_2014-03-08.jpg



"Particularly Hazardous" Non-Agricultural Occupations: Prohibited for Minors under 18

1. Explosives
2. Radioactive Material
3. Mining
4. Working with Metal
5. Brick and Tile
6. Demolition
7. Roofing
- 8. Trenching and Excavation**
9. Logging, Forestry and Sawmilling
- 10. Forklifts and Skid-Steers**
11. Power-Driven Woodworking Machinery
- 12. Power-Driven Saws**
13. Meat Processing and Slicing
14. Power-Driven Bakery Machines
15. Compactors and Balers
16. Driving



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Pig lactation, a sow suckling her piglets, https://commons.wikimedia.org/wiki/File:Pig_lactation.jpg

29 C.F.R. § 570.71(a)(4)

May not work near a

- **Bull, boar, or stud horse maintained for breeding purposes; or**
- **Sow with suckling pigs, or cow with newborn calf (with umbilical cord present)**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Timber cutter near a large log in the Barakula district,
https://commons.wikimedia.org/wiki/File:Timber_cutter_near_a_large_log_in_the_Barakula_district.jpg

29 C.F.R. § 570.71(a)(5)

May not engage in

- Felling, bucking, skidding, loading, or unloading **timber with butt diameter of more than 6 inches.**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



20'

29 C.F.R. § 570.71(a)(6)

May not engage in

- **Working from a ladder or scaffold at a height of over 20 feet.** (painting, repairing, or building structures, pruning trees, picking fruit, etc.)



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(7)

May not engage in

- Driving a bus, truck, or automobile **when transporting passengers**

By Item is held by John Oxley Library, State Library of Queensland., Public Domain,
<https://commons.wikimedia.org/w/index.php?curid=12655713>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(7)

May not engage in

- riding on a tractor as a **passenger** or helper.

See also, When Two's a Crowd: Dangers of Extra Riders on Tractors, Carol Lehtola & Charles Brown, Univ. Fla. IFAS Ext., National Ag Safety Database <https://nasdonline.org/185/d001588/when-two-039-s-a-crowd-dangers-of.html>

By Alan Fryer, CC BY-SA 2.0, <https://commons.wikimedia.org/w/index.php?curid=13563543>



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(8)

May not work inside

- A fruit, forage, or grain storage designed to retain an **oxygen deficient or toxic atmosphere**



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



29 C.F.R. § 570.71(a)(8)

May not work inside

- **An upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position;**

DOL, Dangers of Engulfment and Suffocation in Grain Bins

https://www.osha.gov/sites/default/files/publications/hazard-alert_grain_bins.pdf



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

29 C.F.R. § 570.71(a)(8)

May not work inside

- **A manure pit**



Liquid manure storage pit from a dairy operation in northeast Iowa., [https://commons.wikimedia.org/wiki/File:NRCSIA99213 - Iowa \(3121\)\(NRCS Photo Gallery\).jpg](https://commons.wikimedia.org/wiki/File:NRCSIA99213_-_Iowa_(3121)(NRCS_Photo_Gallery).jpg)



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



BlendPlants, Horizontal Silos, <https://blendplants.com/us/silos/>

29 C.F.R. § 570.71(a)(8)

May not work inside

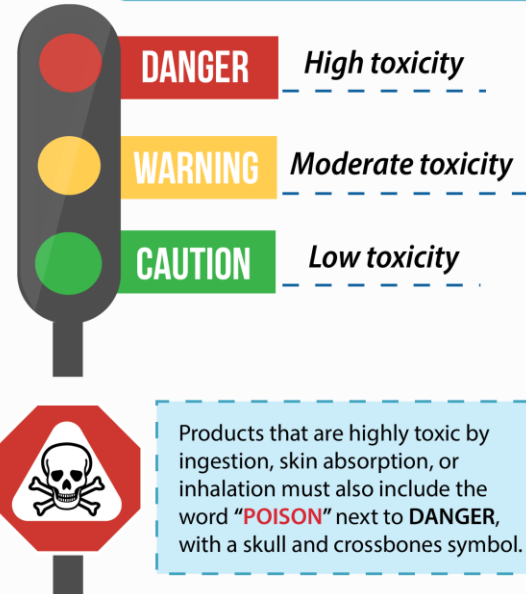
- A **horizontal silo** while operating a tractor for packing purposes

"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

PESTICIDE TOXICITY: WHAT'S THE SIGNAL WORD?

The signal word warns you about a product's short-term toxicity before it's diluted. It tells you the pesticide's ability to harm human health. Pesticide labels use three signal words: CAUTION, WARNING, or DANGER. If you are searching for less toxic pesticides, look for CAUTION on the label.

THERE ARE 3 SIGNAL WORDS:



National Pesticide Information Center, Signal Words
<https://npic.orst.edu/factsheets/signalwords.html>

29 C.F.R. § 570.71(a)(9)

May not work

Handling or applying (including cleaning or decontaminating equipment, disposal or return of empty containers, or serving as a flagman for aircraft applying)

Category I or Category II agricultural chemicals classified under the Federal Insecticide, Fungicide, and Rodenticide Act (7 U.S.C. 135 et seq.)

identified by the word "**poison**" and the "**skull and crossbones**" on the label; or the word "**warning**" on the label;



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

29 C.F.R. § 570.71(a)(10)

May not work

- Handling or using a **blasting agent**, including but not limited to,
 - dynamite,
 - black powder,
 - sensitized ammonium nitrate,
 - blasting caps, and
 - primer cord;



Eric Rudolph dynamite,
https://commons.wikimedia.org/wiki/File:Eric_Rudolph_dynamite.jpg



"Particularly Hazardous" NON-Agricultural Occupations: Prohibited for Minors under 18

1. Explosives

2. Radioactive Material
3. Mining
4. Working with Metal
5. Brick and Tile
6. Demolition
7. Roofing
8. Trenching and Excavation

9. Logging, Forestry and Sawmilling
10. Forklifts and Skid-Steers
11. Power-Driven Woodworking Machinery
12. Power-Driven Saws
13. Meat Processing and Slicing
14. Power-Driven Bakery Machines
15. Compactors and Balers
16. Driving



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16



Anhydrous ammonia fertilizer,
[https://commons.wikimedia.org/wiki/File:Anhydrous ammonia fertilizer.jpg](https://commons.wikimedia.org/wiki/File:Anhydrous_ammonia_fertilizer.jpg)

29 C.F.R. § 570.71(a)(11)

May not work

- Transporting, transferring, or applying **anhydrous ammonia**



DOL Says:

"Jobs Children under 16-years-old CAN Do on Farms"

- "Operate garden type tractors"
- "Work with beef range bulls and cattle, dairy cattle, or breeding stock on the range"
- "Work with timber up to 6" in diameter, including most fence posts and tier poles"
- "Use ladders to reach a worksite above 20'; not from a ladder or scaffold"
- "Drive a truck or automobile on the farm (w/out passengers)"
- "Harvest most crops"

From U.S. Department of Labor Wage and Hour Division Northeast Region 2024 Agricultural Seminar, held January 25, 2024, See also <https://www.dol.gov/sites/dolgov/files/WHD/child-labor/child-labor-exploitation2023-employers-advocates-associations.pdf>



First Two Categories of "Particularly Hazardous" Ag Operations (Prohibited for Child Under 16):

- (1) 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.
- (2) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following **machines:**
 - (i) Corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, or mobile pea viner;
 - (ii) Feed grinder, crop dryer, forage blower, auger conveyor, or the unloading mechanism of a nongravity-type self-unloading wagon or trailer; or
 - (iii) Power post-hole digger, power post driver, or nonwalking type rotary tiller.



Tractor & Machine Operation Certification Programs for 14 & 15 Year Olds

Common Exemption for Categories 1 & 2!

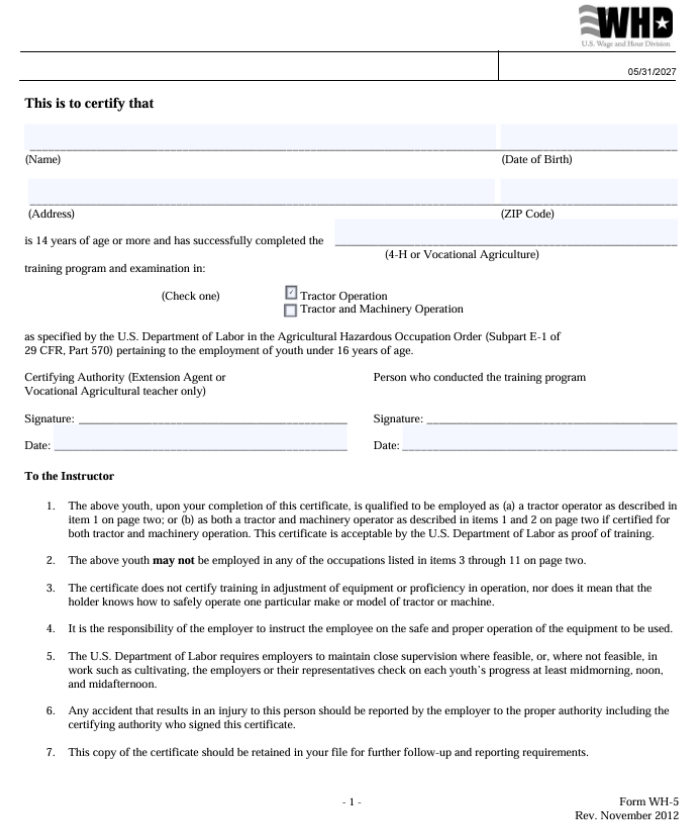
- [29 CFR 570.72\(b\)](#) "Federal Extension Service Exemption"
- [29 CFR 570.72\(c\)](#) "Vocational agriculture training Exemption"

Programs:

- National Safe Tractor & Machinery Operation Program (Penn State Extension)
- Gearing up (Purdue)

National Safe Tractor & Machinery Operation Program (Penn State Extension)

- "Anyone can become an NSTMOP instructor by completing and passing the online NSTMOP Instructor Training Course."
- "However, only high school agricultural or local county extension educators test youth and deliver the certificate."



05/31/2027

This is to certify that

(Name) (Date of Birth)

(Address) (ZIP Code)

is 14 years of age or more and has successfully completed the training program and examination in:

(Check one) ☒ Tractor Operation
☐ Tractor and Machinery Operation

as specified by the U.S. Department of Labor in the Agricultural Hazardous Occupation Order (Subpart E-1 of 29 CFR, Part 570) pertaining to the employment of youth under 16 years of age.

Certifying Authority (Extension Agent or Vocational Agricultural teacher only) Person who conducted the training program

Signature: Date: Signature: Date:

To the Instructor

1. The above youth, upon your completion of this certificate, is qualified to be employed as (a) a tractor operator as described in item 1 on page two; or (b) as both a tractor and machinery operator as described in items 1 and 2 on page two if certified for both tractor and machinery operation. This certificate is acceptable by the U.S. Department of Labor as proof of training.
2. The above youth **may not** be employed in any of the occupations listed in items 3 through 11 on page two.
3. The certificate does not certify training in adjustment of equipment or proficiency in operation, nor does it mean that the holder knows how to safely operate one particular make or model of tractor or machine.
4. It is the responsibility of the employer to instruct the employee on the safe and proper operation of the equipment to be used.
5. The U.S. Department of Labor requires employers to maintain close supervision where feasible, or, where not feasible, in work such as cultivating, the employers or their representatives check on each youth's progress at least midmorning, noon, and midafternoon.
6. Any accident that results in an injury to this person should be reported by the employer to the proper authority including the certifying authority who signed this certificate.
7. This copy of the certificate should be retained in your file for further follow-up and reporting requirements.

- 1 -

Form WH-5
Rev. November 2012

National Safe Tractor & Machinery Operation Program (Penn State Extension)

<https://extension.psu.edu/national-safe-tractor-and-machinery-operation-program>

DOL Certificate: <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/WH-5.pdf>

NSTMOP Age of Participants

Age	Can take class	Can participate in practice driving	Can be tested
< 12	No	No	No
12 through 13	YES	No	No
14 though 15	YES	YES	YES
16+	YES	YES	YES, but not required

National Safe Tractor & Machinery Operation Program (Penn State Extension)
<https://extension.psu.edu/national-safe-tractor-and-machinery-operation-program>



"Vocational Agricultural Student-Learner Exemption" for Children Under 16

[29 CFR 570.72\(a\)](#)

- Allows minor to engage in "particularly hazardous" agricultural operations in categories 1-6
- "The student-learner is enrolled in a vocational education training program in agriculture under a recognized State or local educational authority, or in a substantially similar program conducted by a private school"

“Particularly Hazardous” Agricultural Occupations, Prohibited for Minors Under 16

- (1) 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.
- (2) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following machines: (i) Corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, or mobile pea viner; (ii) Feed grinder, crop dryer, forage blower, auger conveyor, or the unloading mechanism of a nongravity-type self-unloading wagon or trailer; or (iii) Power post-hole digger, power post driver, or nonwalking type rotary tiller.
- (3) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following machines: (i) Trencher or earthmoving equipment; (ii) Fork lift; (iii) Potato combine; or (iv) Power-driven circular, band, or chain saw.
- (4) Working on a farm in a yard, pen, or stall occupied by a: (i) Bull, boar, or stud horse maintained for breeding purposes; or (ii) Sow with suckling pigs, or cow with newborn calf (with umbilical cord present)
- (5) Felling, bucking, skidding, loading, or unloading timber with butt diameter of more than 6 inches.
- (6) Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of over 20 feet.
- (7) Driving a bus, truck, or automobile when transporting passengers, or riding on a tractor as a passenger or helper.
- (8) Working inside: (i) A fruit, forage, or grain storage designed to retain an oxygen deficient or toxic atmosphere; (ii) An upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position; (iii) A manure pit; or (iv) A horizontal silo while operating a tractor for packing purposes.
- (9) 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 the Federal Insecticide, Fungicide, and Rodenticide Act 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;
- (10) Handling or using a blasting agent, including but not limited to, dynamite, black powder, sensitized ammonium nitrate, blasting caps, and primer cord; or
- (11) Transporting, transferring, or applying anhydrous ammonia.



"Particularly Hazardous" Agricultural Work: Prohibited for Minors Under 16

- (1) 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**.
- (2) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following **machines**: (i) Corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, or mobile pea viner; (ii) Feed grinder, crop dryer, forage blower, auger conveyor, or the unloading mechanism of a nongravity-type self-unloading wagon or trailer; or (iii) Power post-hole digger, power post driver, or nonwalking type rotary tiller.
- (3) Operating or assisting to operate (including starting, stopping, adjusting, feeding, or any other activity involving physical contact associated with the operation) any of the following **machines**: (i) Trencher or earthmoving equipment; (ii) Fork lift; (iii) Potato combine; or (iv) Power-driven circular, band, or chain saw.
- (4) Working on a farm in a yard, pen, or stall occupied by a: (i) **Bull, boar, or stud horse** maintained for breeding purposes; or (ii) **Sow with suckling pigs**, or cow with newborn calf (with umbilical cord present)
- (5) Felling, bucking, skidding, loading, or unloading timber with butt diameter of **more than 6 inches**.
- (6) Working from a **ladder or scaffold** (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at a height of **over 20 feet**.



U.S. DOL: "Common Child Labor Violations"

- "Working longer or later than legally allowed [non-ag]
- Driving a motor vehicle or forklift
- Using meat-processing machines and vertical dough or batter mixers
- **Performing jobs that are off-limits for their age"**

<https://www.dol.gov/agencies/whd/youthrules/employers>

Lynnville Transp., Inc. v. Chao, 316 F. Supp. 2d 790 (S.D. Iowa 2004)

- Livestock Hauling Company ("livestock largely owned by other individuals and companies")
- Minors cleaned trailers
 - Used skid loader to push manure into pit
 - Did not raise shovel of skid loader
 - 29 CFR 570.58: "Power-driven hoisting apparatus"



Equipment Share, What Is a Skid Steer?
<https://www.equipmentshare.com/articles/what-is-a-skid-steer>



What is "Agriculture" Under FLSA?

"Secondary" Agriculture:

"any practices . . . **performed by a farmer or on a farm** as an incident to or in conjunction with such farming operations, including

- **preparation** for market, [and]
- **delivery** to storage or to market or to carriers for transportation to market."

29 U.S.C. § 203(f)

See Farmers Reservoir & Irrigation Co. v. McComb, 337 U.S. 755 (1949):

- **practices "must relate to farmer's own farming operations"**

See also Mitchell v. Huntsville Wholesale Nurseries, Inc., 267 F.2d 286 (5th Cir. 1959); *Acosta v. Bland Farms Prod. & Packing, LLC*, 767 F. App'x 862 (11th Cir. 2019)

FLSA Child Labor: Non-Ag vs. Ag

Age	Jobs They Can Perform	When can work	Other Conditions	Age	Jobs They Can Perform	When can work	Other Conditions
18	ALL— <u>including hazardous</u> jobs	Anytime	None				
16	<u>Any</u> , but NO hazardous jobs	Anytime	None	16+	All—Including agricultural hazardous jobs	Anytime	None
14	<u>Specific listed jobs</u> ; NO hazardous jobs	Limited times/hrs	None	14-15	Any, but NO agricultural hazardous jobs	Outside school hours	None
13 & under	None—employment not allowed except for parents, in acting, newspaper delivery, and wreath-making	None	N/A	12-13	Any, but NO agricultural hazardous jobs	Outside school hours	W/ written parental consent or on farm parent also employed
				Under 12	Any, but NO agricultural hazardous jobs	Outside school hours	On "small farm" (500 Man-Days) AND with parental consent



"Particularly Hazardous" Non-Agricultural Occupations: Prohibited for Minors under 18

1. Explosives
2. Radioactive Material
3. Mining
4. Working with Metal
5. Brick and Tile
6. Demolition
7. Roofing
8. Trenching and Excavation
9. Logging, Forestry and Sawmilling
10. **Forklifts and Skid-Steers**
11. Power-Driven Woodworking Machinery
12. Power-Driven Saws
13. Meat Processing and Slicing
14. Power-Driven Bakery Machines
15. Compactors and Balers
16. Driving



Lynnville Transp., Inc. v. Chao, 316 F. Supp. 2d 790 (S.D. Iowa 2004)

- Livestock Hauling Company ("livestock largely owned by other individuals and companies")
- Minors cleaned trailers
 - Used skid loader to push manure into pit
 - Did not raise shovel of skid loader
 - 29 CFR 570.58: "Power-driven hoisting apparatus"

Lynnville Transp., Inc. v. Chao, 316 F. Supp. 2d 790 (S.D. Iowa 2004)

- Court acknowledged that company
 - was "acting under the assumption it was in an agriculture-related business"
 - "violations were not willful,"
 - "Company brought itself into immediate compliance upon learning of the violations"
- Court upheld DOL penalty assessment of \$17,125
 - "The law applies equally to the employer who acts with the best of intentions as it does to the employer who would subject minor laborers to dangerous and abusive conditions."

Make sure you're actually w/in the agriculture exemption!

Antique Sandwich Shop (OALJ, 2012)

Caution when minor working outside “normal duties”

- Minor aged 17 and 11 months, HS grad
 - Picked up extra shift
 - Used meat slicer
 - Cut finger
- DOL penalty upheld
 - \$1,320 reduced to \$600



By U.S. Army Natick Soldier Systems Center - Digital Commonwealth
<https://commons.wikimedia.org/w/index.php?curid=115880727>



Columbia Fruit, LLC (OALJ, 2013)

Set your policies/procedures & stick to them!

- Family-owned fruit company
 - Revenues between \$11.5 and \$20 million between 2008 and 2011
 - Employees up to 140 workers at peak season
- WHD Routine Investigation
 - Discovered 10-year old and 7-year old working in field
 - Children were using others' badges when weighing berries



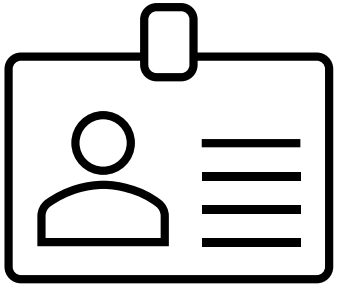


FLSA Child Labor: Agricultural Provisions

Age	Jobs They Can Perform	When they can work	Other Conditions
16+	All—including agricultural hazardous jobs	Anytime	None
14-15	Any, but NO agricultural hazardous jobs	Outside school hours	None
12-13	Any, but NO agricultural hazardous jobs	Outside school hours	W/ written parental consent or on farm where parent also employed
Under 12	Any, but NO agricultural hazardous jobs	Outside school hours	On "small farm" (500 Man-Days) AND with parental consent



Columbia Fruit, LLC (OALJ, 2013)



**Set your policies/
procedures &
stick to them!**

- “Columbia did not enforce its own workforce policies”
- Work environment was “conducive to . . . abuse”
- Company fined \$16,350
- Employment of children under 12 “no de minimis violation.”



FLSA Child Labor: No Work Permits or Work Time Limits

The Federal Child Labor Provisions in Agriculture Do Not:

- require minors to obtain “working papers” or “work permits” (although some state laws do)
- limit the number of hours or times of day, other than outside of school hours, that young farm workers may legally work (although some state laws do)

DOL Child Labor Bulletin 102, p. 2
<https://www.dol.gov/sites/dolgov/files/WHDLegacy/files/childlabor102.pdf>



State Child Labor Laws for Agricultural Work

Wage and Hour Division

ABOUT US | CONTACT US | ESPAÑOL | Search WHD

TOPICS | WORKER RIGHTS | FOR EMPLOYERS | RESOURCES | INTERPRETIVE GUIDANCE | STATE LAWS | NEWS RELEASES

WHD > State Labor Laws > Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of July..... > State Child Labor Laws Applicable to Agricultural Employment

State Child Labor Laws Applicable to Agricultural Employment

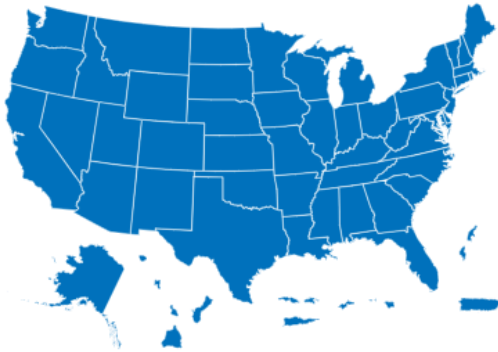
ALERT FOR EMPLOYERS: Some state child labor laws, including some of the provisions of state law listed below, are inconsistent with the federal child labor provisions of the Fair Labor Standards Act, 29 U.S.C. 212(c), and its implementing regulations at 29 CFR Part 570. Where a state child labor law is less restrictive than the federal law, the federal law applies. Where a state child labor law is more restrictive than the federal law, the state law applies. See 29 U.S.C. 218(a).

December 10, 2025

[Historical Tables](#)

Select A State:

-- Select a State --



- [Minimum Age and Maximum Hour requirements](#)
- [Prohibited Work \(Night and Hazardous\)](#)

DOL website:

<https://www.dol.gov/agencies/whd/state/child-labor/agriculture>

State laws may be **MORE stringent than Federal!**

- Higher age minimums to work
- Reduced working hours
- Work permit requirement
- Additional hazardous occupations



Best Practices if employing minors

- **Safety:** encourage/require all employed youth 14-15 to complete the tractor & machine safety courses if they will be working on/around such equipment
 - Post “18+ only” signage around hazardous machinery
- Provide **different colored name badges** for minors
- Request **age certification/certificates**
- Verify **work permits**, if required
 - In PA: Know your school district work permit "issuing officer"
- **Post docs** from state department of labor, U.S. DOL
- Keep all **employment records** & copies of school district communications
- Abide by more **stringent times/hours** for work, especially for workers under 16



Thank You!

Minors Working on the Farm: Child Labor Laws for Agricultural Employers

Audry Thompson

aet17@psu.edu

aglaw.psu.edu