

YOUNG WORKERS: LIST OF JOBS AGES 14-15 CAN'T DO

THE PROBLEM: Hiring workers under age 18 poses tricky compliance and safety challenges. First and foremost, federal child labor laws restrict what jobs these individuals are allowed to do based on their age.

HOW TOOL HELPS SOLVE THE PROBLEM: Employees must be at least 14 to work at any job. Here's a Checklist of the non-agricultural occupations that kids ages 14 and 15 may not engage in. Make sure you don't hire anybody in these age groups for any of these listed jobs.

JOBS 14- & 15-YEAR-OLDS ARE PROHIBITED FROM DOING

(The following list is not exhaustive)

1. Any manufacturing occupation.
2. Any mining occupation.
3. Processing occupations, e.g., filleting fish, dressing poultry, cracking nuts, developing photographs, laundering, bulk or mass mailings.
4. Occupations requiring performance of any duties in workrooms or workplaces where goods are manufactured, mined or processed.
5. Any occupation the U.S. Secretary of Labor declares to be hazardous.
6. Occupations involved with operating, tending, setting up, adjusting, cleaning, oiling or repairing hoisting apparatus
7. Work performed in or about boiler or engine rooms or in connection with maintenance or repair of the establishment, machines or equipment.
8. Occupations involved with operating, tending, setting up, adjusting, cleaning, oiling or repairing or of any power-driven machinery, including lawnmowers, golf carts, all-terrain vehicles, trimmers, cutters, weed-eaters, edgers, food slicers, food grinders, food choppers, food processors, food cutters, and food mixers. (14- and 15-year-olds may operate most office machinery).
9. The operation of motor vehicles or serving as helpers on such vehicles
10. Riding on a motor vehicle inside or outside of an enclosed passenger compartment.

11. Outside window washing that involves working from window sills.
12. All work requiring the use of scaffolds, ladders or their substitutes.
13. All baking and most cooking activities.
14. Work in meat freezers and coolers and all work in the processing of meat for sale (but youth may occasionally enter freezers only momentarily to retrieve items).
15. Youth peddling, including not only the attempt to make a sale or the actual consummation of a sale, but also the preparatory and concluding tasks normally performed by a youth peddler, such as the loading and unloading of motor vehicles, stocking and restocking of sales kits and trays, the exchanging of cash and checks with the employer and the transportation of the minors to where the sales will be made.
16. Loading and unloading of goods or property onto or from motor vehicles, railroad cars and conveyors.
17. Catching and cooping poultry in preparation for transport or for market.
18. Public messenger service.
19. Occupations in connection with:
 - a. Transportation of persons or property by rail, highway, air, on water, pipeline, or other means.
 - b. Warehousing and storage.
 - c. Communications and public utilities.
 - d. Construction (including repair).
Except 14- and 15-year-olds may perform office or sales work in connection with a., b., c., and d. above when not performed on transportation media, on an actual means of transportation, or at the actual construction site.