

## ■ YOUTH EMPLOYMENT STANDARDS ACT

### TERMS:

**Hazardous Occupations** — The Youth Employment Standards Act, which regulates the employment of workers under the age of 18 in Michigan, generally *does not apply* to farmwork, as long as employment takes place outside school hours and does not violate regulations adopted by the state school superintendent. The only agriculturally related activities currently identified in the superintendent's administrative rules as hazardous, and thus generally closed to minors under the age of 18, are work involving hazardous substances (which may include pesticides), operation of high-power tractors, and work requiring the use of ladders.

**Employment in the Production of Seed** — The Act does include restrictions on the employment of minors in detasseling, roguing, hoeing, and similar farming operations involved in the production of seed:

***Days and Hours of Employment*** — With parental consent, and only outside school hours or when not enrolled in school, minors 16 years of age or older may be employed in these operations for up to 11 hours in one day and up to 62 hours in any one week. An employer may not require work in excess of 48 hours a week without the minor's consent. Work cannot take place between 2:00 a.m. and 5:30 a.m.

Without parental consent, 16- and 17-year-olds may work in these operations only outside school hours, or when not enrolled in school, for up to 6 days in one week, no more than an average of 8 hours per day in one week, no more than 10 hours in any one day per week, and no more than 48 hours per week when school is out for 7 consecutive days or more. Work cannot take place between 11:30 p.m. and 6:00 a.m.

***Work Permits*** — As long as the employment occurs during school vacation periods, or when the worker is not regularly enrolled in school, minors 13 years of age and older may work in such operations without first obtaining a work permit.

ENFORCEMENT: *Office of Career and Technical Education, Michigan Department of Education, Lansing, Michigan 48909 (517-335-6041).*