

■ CHILD LABOR ACT

TERMS:

Minimum Age — With few exceptions, no child under the age of 14 in New Mexico may be employed or permitted to work in any occupation.

Work Permits — Children 14 and 15 years of age may generally not be employed unless they obtain a work permit from the state labor department and present it to the prospective employer. The employer is required to keep the permit on file and post conspicuously a list of all children employed at that location.

Hour Limitations — Except for participants in work experience and career exploration programs, 14- and 15-year-olds are prohibited from working during school hours and may not work for more than 3 hours a day on a school day, or for more than 18 hours during a school week. When school is not in session, work is limited to 8 hours in any one day and 40 hours during any one week. Employment is permitted only between the hours of 7:00 a.m. and 7:00 p.m. during the school year, and between 7:00 a.m. and 9:00 p.m. outside the school year.

Hazardous Occupations — Minors may not be employed in certain occupations considered hazardous. In agriculture, this would include work involving belted moving machinery, which is not authorized for anyone under 16.

ENFORCEMENT: *Labor Relations Division, New Mexico Department of Workforce Solutions, Santa Fe, New Mexico 87505 (505-827-6817).*