

■ CHILD LABOR LAWS

TERMS:

Age Restrictions —

Children Under Age 12 — With parental permission, minors under 12 may work in non-hazardous jobs during non-school hours on any farm where none of the workers are covered by the federal minimum wage (*see entry, U.S. — Wages & Hours — Minimum Wage*).

Children Age 12 and 13 — During vacation periods and before and after school, children 12 and 13 years of age may work in non-hazardous agricultural activities provided they have written permission from their parent or guardian, or are working on the same farm as their parent or guardian.

Children Age 14 and Over — Except for the hours limitation discussed below, there are generally no restrictions on the employment of workers 14 years old and older in non-hazardous agricultural activities.

Working Hours — No child under 14 may be employed in any occupation during school hours. No child under 16 years of age may be employed for more than 8 hours in any one day or more than 40 hours in any one week.

Employment Certificates — Employers are forbidden from hiring anyone under the age of 16 during school hours, unless the child has a certificate issued by the state authorizing such employment. Issuance of a certificate depends on the child's good standing in school, proof of age, and a doctor's statement of the child's physical fitness.

Hazardous Occupations — Among the activities considered hazardous, and thus closed to children under 16, are (1) driving a tractor of over 20 horsepower, (2) operating or helping to operate power harvesting equipment, (3) working from a ladder at a height of over 20 feet, and (4) driving a vehicle transporting passengers.

ENFORCEMENT: *Wage and Hour Program, Vermont Department of Labor, Montpelier, Vermont 05601 (802-828-4204).*