

**COMPARISON BETWEEN FEDERAL AND MINNESOTA  
CHILD LABOR LAWS**

	<b>FEDERAL</b>	<b>MINNESOTA</b>
<b>Prohibited Occupations: (Under Age 18)</b>	<ul style="list-style-type: none"> <li>occupations of operating, assisting to operate, maintaining or cleaning (including parts) meat slicers, meat patty forming machines, and meat and bone cutting saws</li> <li>occupations of operating, assisting to operate, maintaining or cleaning dough and batter mixers, dough sheeters and dough rollers</li> <li>occupations of operating, assisting to operate, loading, unloading, maintaining or cleaning most paper products machines including paper balers, die-cutting presses and laminators</li> </ul>	<ul style="list-style-type: none"> <li>any work performed on construction sites</li> <li>oxyacetylene or oxyhydrogen welding</li> <li>working more than 12 feet above the ground or floor-level using ladders, scaffolding and like equipment</li> <li>serve, dispense or handle liquors consumed on the premises</li> <li>work in rooms where liquor is served or consumed with the following exceptions:               <ul style="list-style-type: none"> <li>- 17-year olds may perform busing or dishwashing in restaurants</li> <li>- 16-year olds may provide musical entertainment in restaurants</li> </ul> </li> </ul>
	<b>BOTH FEDERAL AND MINNESOTA</b>	
	<ul style="list-style-type: none"> <li>most motor vehicle driving on any public road or highway</li> <li>most occupations in logging and saw milling</li> <li>all occupations connected with machines that cut, shape, form, join, nail, press, fasten or assemble wood or veneer</li> <li>occupations of operating, assisting to operate or maintaining most power-driven metal forming, punching and shearing machines</li> <li>occupations of operating, assisting to operate or maintaining power-driven fixed or portable circular saws, bandsaws and guillotine shears</li> <li>operating or assisting in the operation of all hoisting apparatus including forklifts, non-automatic or freight elevators or man-lifts</li> </ul>	
	<b>FEDERAL</b>	<b>MINNESOTA</b>
<b>Prohibited Occupations: (Age 14 and 15)</b>	<ul style="list-style-type: none"> <li>most cooking</li> <li>baking (any use of ovens)</li> <li>use of ladders, scaffolds or their substitutes</li> <li>loading or unloading goods to and from trucks and conveyors</li> </ul>	<ul style="list-style-type: none"> <li>lifting, carrying or personally caring for patients in hospitals or nursing homes</li> <li>welding of any kind</li> <li>work as loaders or launchers for skeet or trapshooting</li> </ul>
	<b>BOTH FEDERAL AND MINNESOTA</b>	
	<ul style="list-style-type: none"> <li>work in freezers or meat coolers</li> <li>manufacturing occupations or work in rooms where goods are manufactured</li> <li>all occupations in connection with warehousing and storage</li> <li>processing occupations or work in rooms where goods are processed</li> <li>use of laundry, dry cleaning and rug cleaning equipment or any work in workrooms where commercial laundering and dry cleaning takes place</li> <li>use of any power-driven machinery, including floor scrubbers and polishers, snow blowers, lawn mowers and golf carts; except: office machines and machines in retail and food service, including vacuum cleaners, dishwashers, toasters, coffee grinders, popcorn poppers and milkshake blenders</li> <li>attaching to, detaching from or having contact with vehicles on a carwash conveyor line</li> <li>tire mounting and use of service station pits, racks or lifts</li> </ul>	

	FEDERAL	MINNESOTA
<b>Prohibited Hours and Times of Work</b>	<p><b>(Ages 14 and 15)</b></p> <ul style="list-style-type: none"> <li>not during school hours</li> <li>not before 7 a.m. or after 7 p.m. (except 9 p.m. from June 1 through Labor Day)</li> <li>not more than three hours on a school day (including Fridays)</li> <li>not more than 18 hours in a week (Sunday through Saturday) when school is in session</li> <li>not more than eight hours a day on any nonschool day</li> <li>not more than 40 hours a week (Sunday through Saturday) in nonschool weeks</li> </ul> <p><b>Note:</b> Enrollees in an approved work experience and career exploration program (WECEP) may be employed: during school hours; and not more than 23 hours in a school week</p>	<p><b>(Ages 16 and 17)</b></p> <ul style="list-style-type: none"> <li>not after 11 p.m. on evenings before school days</li> <li>not before 5 a.m. on school days</li> </ul> <p><b>Note:</b> With written permission from a parent or guardian these hours may be expanded to 11:30 p.m. and 4:30 a.m.</p>
	<b>BOTH FEDERAL AND MINNESOTA</b>	
<b>Required Records</b>	<p>Proof of age is required for anyone under age 18 by having on record either:</p> <ul style="list-style-type: none"> <li>a copy of birth certificate, or</li> <li>a copy of driver's license, or</li> <li>an age certificate issued by school.</li> </ul>	
<b>Common Exceptions to Child Labor Laws</b>	<ul style="list-style-type: none"> <li>minors employed in a business solely owned by their parent(s) (state) if doing work that is not a prohibited occupation for those under age 18 (federal)</li> <li>delivery of newspapers to consumers (a minimum age of 11 years old is set by the state)</li> <li>most work for persons in their private homes, such as babysitting and yard work.</li> </ul>	
<b>Minimum Age for Employment</b>	<ul style="list-style-type: none"> <li>14 years old</li> </ul>	