



Western Area Career & Technology Center

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OCCUPATIONS BANNED FOR ALL MINORS UNDER THE AGE OF 18

The Hazardous Occupations Orders (HO)

The FLSA establishes an 18-year minimum age for those nonagricultural occupations that the Secretary of Labor finds and declares to be particularly hazardous for 16- and 17-year-old minors, or detrimental to their health or well-being. In addition, Child Labor Regulation No. 3 also bans 14- and 15-year-olds from performing any work prescribed by the HO's. There are currently 17 HOS which include partial or total ban on the occupations or industries they cover.

HO 1. Manufacturing or storing explosives-bans minors working where explosives are manufactured or stored, but permits work in retail stores selling ammunition, gun shops, trap and skeet ranges, and police stations.

HO 2. Driving a motor vehicle or work as an outside helper on motor vehicles-bans operating motor vehicles on public roads and working as outside helpers on motor vehicles, except 17-year-olds may drive cars or small trucks during daylight hours for limited times and under strictly limited circumstances.

HO 3. Coal mining-bans most jobs in coal mining.

HO 4. Occupations in forest fire fighting, forest fire prevention, timber tract, forestry service, and occupations in logging and sawmilling operations-bans most jobs in: forest fire fighting; forest fire prevention that entails extinguishing an actual fire; timber tract management; forestry services; logging; and sawmills.

***HO 5. Power-driven woodworking machines-bans** the operation of most power-driven woodworking machines, including chainsaws, nailing machines, and sanders.

HO 6. Exposure to radioactive substances and ionizing radiation-bans employment of minors where they are exposed to radioactive materials.

HO 7. Power-driven hoisting apparatus-bans operating, riding on, and assisting in the operation of most power-driven hoisting apparatus such as forklifts, non-automatic elevators, skid-steers, skid-steer loaders, backhoes, man lifts, scissor lifts, cherry pickers, work-assist platforms, boom trucks, and cranes. Does not apply to chair-lifts at ski resorts or electric and pneumatic lifts used to raise cars in garages and gasoline service stations.

***HO 8. Power-driven metal-forming, punching and shearing machines-**bans the operation of certain power-driven metal-working **machines** but permits the use of most machine **tools**.

HO 9. Mining, other than coal-bans most jobs in mining at **metal** mines, quarries, **aggregate** mines, and other mining **sites** including underground work in mines, work in **or about** open cut mines, open **quarries**, and **sand** and gravel operations.

***HO 10. Power-driven meat-processing machines, slaughtering and meat packing plants-**bans the **operation of** power-driven meat processing **machines**, such as **meat slicers**, **saws** and **meat** choppers, wherever **used** (including **restaurants** and **delicatessens**). Also prohibits minors **from cleaning such** equipment, **including the hand-washing of the disassembled** machine parts. This **ban also includes the use of** this machinery on **items other than meat, such as cheese and vegetables**. HO 10 also **bans most** jobs in meat and poultry slaughtering, processing, **rendering**, and packing establishments.

HO 11. Power-driven bakery machines-bans the operation of power-driven bakery machines such as **vertical dough** and **batter** mixers; dough **rollers**, **rounders** dividers, and **sheeters**; and cookie or **cracker** machines. **Permits 16- and 17-year-olds to operate certain** lightweight, **small, portable, countertop mixers and certain** pizza dough rollers under certain conditions.

***HO 12. Balers, compactors, and power-driven paper-products machines-**bans the operation **of all** compactors and balers and **certain** power-driven paper products **machines** such as **platen-type** printing presses and envelope die cutting presses. Sixteen- and 17-**year-olds** may load, but not operate or unload, certain scrap paper balers and paper box compactors under very **specific** guidelines.

HO 13. Manufacturing of brick, tile and related products-bans most **jobs** in the manufacture of brick, **tile** and similar products.

***HO 14. Power-driven circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs-**bans the operation of, and working as a helper on, the named types of power-driven equipment, no **matter what** kind of items are being cut by the equipment.

HO 15. Wrecking, demolition, and ship-breaking operations-bans most jobs in wrecking, demolition, and ship-breaking **operations**, but does **not** apply to remodeling or repair work which is **not** extensive.

***HO 16. Roofing operations and work performed on or about a roof-**bans most **jobs** in **roofing** operations, including work performed on **the ground** and removal of **the old roof**, and all work on or about a roof.

***HO 17. Trenching and excavation operations-**bans most **jobs** in trenching and excavation **work**, including working in a trench more than four feet **deep**.

**** The regulations provide a limited exemption from HOS 5, 8, 10, 12, 14, 16 and 17 for apprentices and student-learners who are at least 16 years of age and enrolled in approved programs.***

The term "operation" as used in HOS 5, 8, 10, 11, 12 and **14 generally** includes the **tasks of** setting up, adjusting, **repairing, oiling** or cleaning **the** equipment.

Exemptions from Certain HOS for Apprentices and Student-Learners

Hazardous Occupations Orders Nos. **5, 8, 10, 12, 14, 16, and 17** contain exemptions for 16- **and** 17-year-old apprentices **and** student-learners **provided they are** employed under **the** following conditions:

Student-Learners:

1. The student-learner is enrolled in a **course of study and** training in a **cooperative vocational training program** under a **recognized** state or local educational authority or in a **course of study** in a substantially similar program conducted by a **private school; and**
2. such **student-learner is** employed **under a** written agreement which **provides:**
 - a. **that the** work **of the** student-learner in the **occupations declared particularly** hazardous **shall be incidental to the** training,
 - b. **that such** work shall **be** intermittent and **for short** periods **of time, and** under the direct and close supervision **of a** qualified **and experienced** person,
 - c. **that safety** instruction **shall be** given by the **school** and **correlated** by the employer with on-the-job training, **and**
 - d. that a schedule of organized **and** progressive work **processes** to **be** performed on he **job** shall have **been** prepared.

Each such written agreement shall contain **the** name of the student-learner, **and shall be signed** by the employer and the school coordinator or principal. Copies of each agreement shall be kept on file by both **the school** and the employer. This exemption **for the** employment **of** student- learners may be revoked in any individual situation where it **is found that** reasonable precautions **have** not been observed for the **safety of minors** employed thereunder.