

Prohibited Activities

Hazardous, prohibited occupations (for youth under 16):

- Any power-driven machinery;
- The oiling, cleaning, maintenance, or washing of machinery;
- Any ladders, scaffolding, or their substitute;
- Any mine or quarry except in offices or at other non-hazardous employment;
- Stone cutting or polishing except those found in jewelry type business;
- Any plant manufacturing, processing, storing or transporting Type A and B explosives, ammunition, or like materials, or in an establishment in which sales of Type A and B explosive materials make up fifty percent or more of gross sales;
- The operation of any motor vehicle;
- Any blast furnace, rolling mill, foundry, forging shop, or in any establishment where heating of metals is carried on or where cold rolling, stamping, shearing or punching, of metal stock is carried on;
- Saw mills, cooperage stock mills, or where woodworking machinery is used;
- The operation of freight elevators, hoisting machines or cranes, or on or about any manlifts;
- Occupations involving ionizing or non-ionizing radiation or any radioactive substance
- Any occupation involving exposure to any toxic or hazardous chemicals;
- Any capacity in or about a motel, resort, or hotel where sleeping accommodations are furnished except in offices or locations physically separated from the sleeping accommodations;
- Any place or establishment in which intoxicating alcoholic liquors or beverages are manufactured, bottled, stored, or sold for consumption on or off the premise, except in establishments where at least fifty percent of the gross sales consist of goods, merchandise, or commodities other than alcoholic beverages;
- Any other occupation or place of employment dangerous to the life, limb, health, or morals of children under the age of sixteen.

Safety and Health Training

- Be aware of the Occupational Safety and Health Administration (OSHA) regulations that apply to your participating local businesses. Make your students aware of safety and health requirements by posting an OSHA poster in your classroom to read. To order, call (202) 693-1888 and request publication number 2203.
- Provide general safety and health training in your schools on a regular basis.
- Verify that the employer provides specific industry training in the workplace. (Note: The employer has the legal responsibility to ensure that every worker receives adequate safety and health training.)
- Provide information about safety and health curriculums.

This pamphlet is based on the Missouri child labor laws and federal laws.

For more complete information, please refer to the following sources of information:

Missouri Department of Labor and Industrial Relations
DIVISION OF LABOR STANDARDS
P.O. Box 449
Jefferson City, MO 65102-0449
573-751-3403
Fax: 573-751-3721

E-mail: childlabor@labor.mo.gov

www.labor.mo.gov/DLS

Relay Missouri:

If calling by home phone or cell phone, dial "711."
All other callers should dial 800-735-2966.

MISSOURI
DEPARTMENT OF LABOR
& **INDUSTRIAL RELATIONS**

DIVISION OF LABOR STANDARDS INFORMATION SERIES

MISSOURI Child Labor Law for School Officials



School Officials: Your Role & Responsibilities

Why Child Labor Laws?

Each year, many Missouri youth are injured on the job. Complying with Missouri's Child Labor Law will assist in reducing these injuries. Also, the laws assist our youth in obtaining quality education they would not receive if they were overworked, or working in hazardous situations.

The Division of Labor Standards is responsible for the administration and fair, effective enforcement of Missouri's Child Labor Laws. No child under fourteen years of age may work in any occupation at any time with the exception of entertainment industry employment and certain types of temporary occupations. Those exceptions are primarily child care, newspaper delivery and occasional yard work.

Missouri's state child labor law only applies to children under sixteen years of age. The state law differs slightly from Federal law on how many hours a child less than sixteen may work. Employers covered by federal law should assure compliance with the federal law's maximum of 18 hours per week.

Work Certificates

School officials are heavily involved in the child labor process. This allows our schools better input to assure our children's educational needs are met. School superintendents or their designee issue work certificates. These certificates:

- Are required for **14 and 15 year old children working** during the school term.
- Must be maintained at the employer's place of business for two years.
- Are for work other than in entertainment.

School officials should keep copies of certificates issued and cancellation notices.

The school superintendent has the right to deny a certificate for poor educational performance. Please exercise this option when appropriate.

Documentation School Officials Should Review Before Issuing a Work Certificate

From:

Parent or Legal Guardian

- **Written consent** for the job described.
- **Proof of age** as shown by a birth certificate or other documentary evidence.

Prospective Employer

- Information stating the **nature of the work and the hours of employment.**

School

- A certificate from the administrator of the school the student attends showing the **grades** of the schoolwork completed.

The issuing officer should verify that the type of job offered and the hours of employment comply with the law. All questions regarding these issues should be directed to the Division of Labor Standards. Any incomplete or improperly issued work certificate will be cancelled by the issuing officer.

Work Permits

- Are required for youth under 16 working in the **entertainment industry.**
- Are **issued by the Division of Labor Standards** at 573-751-3403.
- Include a copy of the birth certificate, parental or legal guardian permission, and request for waiver of hours if desired.
- Must be on file at the employer's place of business.
- Will be revoked or not issued at the request of school officials if they feel work is detrimental to a youth's education.

Work Hours

Children 14 and 15 years old may not be employed during the school year for more than three hours on any school day or for more than eight hours on any non-school day. They may not work more than six days a week.

Children may be employed:

- Between 7 a.m. and 7 p.m. during the school year;
- Between 7 a.m. and 9 p.m. from June 1 through Labor Day;
- No more than eight hours in any day;
- No more than six days or forty hours in a week.

These times are consistent with the Federal Wage and Hour Administration. Under federal law, however, a child may only work 18 hours in a school week.

Traveling Youth Crews

Employment of youth under the age of sixteen in any occupation considered to be door-to-door sales, or in any other kind of "street occupation", is prohibited. The prohibition does not apply to charitable entities (church, school, scouts, etc.).

Many of Missouri's children are exploited for monetary gain. If you or any of your students know someone that is involved in youth peddling or door-to-door sales, please protect them by contacting the Division of Labor Standards. Ask if the employer has permission to operate legally and for a list of guidelines to follow to protect children involved in these activities.