

Summer Times Brings Young Workers

Complying With Child Labor Laws



SUMMARY

Summer time brings lots of young workers into the workplace. With summer bringing a lot of young workers into the workforce, business should be knowledgeable of child labor laws that affect their industry. Business need to understand what federal and state child labor laws they must adhere to. Complying with these laws and regulations will educate and help business owners prevent possible fines and lawsuits.

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Before you know it, summer will be here and hopefully your organization will be hiring motivated young workers. If you are a business going to hire younger workers, you should be aware of the child labor laws that will affect your business.

The Department of Labor (DOL) has provided a lot of information for business owners to comply with child labor laws. The following information will give a short but detailed overview of child labor laws.

The [Fair Labor Standards Act \(FLSA\)](#) sets wage, hours worked, and safety requirements for minors (individuals under age 18) working in jobs [covered by the statute](#). The rules vary depending upon the particular age of the minor and the particular job involved. As a general rule, the FLSA sets 14 years of age as the minimum age for employment, and limits the number of hours worked by minors under the age of 16.

Also, the FLSA generally prohibits the employment of a minor in work declared [hazardous](#) by the Secretary of Labor (for example, work involving excavation, driving, and the operation of many types of power-driven equipment). The FLSA contains a number of requirements that apply only to particular types of jobs (for example, [agricultural work](#) or the [operation of motor vehicles](#)) and many [exceptions](#) to the general rules (for example, [work by a minor for his or her parents](#)). Each state also has its own laws relating to employment, including the employment of minors. If [state law](#) and the FLSA overlap, the law which is more protective of the minor will apply.¹

[Posting requirements](#): Nonagricultural employers must also post the Labor Department-issued [Minimum Wage Poster](#) listing minimum age requirements in a prominent place at the worksite.

Child labor laws vary from state to state. Please consult your state department of labor for this information.

What You Need To Know: All states have their own youth employment provisions. When federal and state laws differ, the higher standard applies.

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About HR Allen Consulting Services

Headquarter in Citrus Heights, California, HR Allen is one of California's leading full-service Human Resource Outsourcing and Consulting firms. HR Allen Consulting Services assists businesses with complex regulatory systems.

HR Allen Consulting Services provides businesses with payroll and HR support and expertise. HR Allen's HR professionals provide expertise in the areas of Employment Administration, Labor Law Compliance, Management Training, Safety and Risk Management, Compensation Studies and Payroll.

Unlike most other firms, HR Allen Consulting Services offers a flexible HR Outsourcing solution, wherein you can select what you need, based on you company's requirements:

- **HRO:** The HRO Solution enables you to pick a number of dedicated hours of HR consulting per month, either off or on-site, to work on the specific tasks you designate. "A-la-carte" services are also available on a fee-for-project basis.

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Contact HR Allen Consulting Services

We encourage you to contact us and schedule a complimentary HR consultation. In this no-obligation consultation a senior consultant will analyze your current human resource practices and offer a customized HR solution.

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