

Youth 2 Work

Wage and Hour

U.S. Department



Preparing the 21st Century W

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## What Jobs Can Youth Do?

### When You Are 13 Or Younger . . .

- You can deliver newspapers.
- You can work as a baby-sitter.
- You can work as an actor or performer in motion pictures, television, theater or radio.
- You can work in a business solely owned or operated by your parents.
- You can work on a farm owned or operated by your parents.

However, parents are prohibited from employing their children in manufacturing, mining, or any other occupation declared hazardous (listed below) by the Secretary of Labor.

More information on Exemptions from Child Labor Rules.

### When You Turn 14 . . .

You also can work in an:

- office,
- grocery store,
- retail store,
- restaurant,
- movie theater,
- baseball park,
- amusement park, or
- gasoline service station.

You may not work in:

- communications or public utilities jobs,
- construction or repair jobs,
- driving a motor vehicle or helping a driver,
- manufacturing and mining occupations,
- power-driven machinery or hoisting apparatus other than typical office machines,
- processing occupations,
- public messenger jobs,



This flyer is a list of the child labor laws applicable in Massachusetts. It reflects changes in the Federal Hazardous Orders which became effective on 2/15/2005. It also serves to update information on the work permit application process (see other side).

## Massachusetts Child Labor Laws\*

### Hazardous Orders

Updated  
June 2005

**Persons under 14 may not work:** There are a few exceptions to this such as working as news carriers, on farms, and in entertainment (with a special permit).

### Persons under 16 years old may **NOT**:

- Operate power-driven machinery (except office machines or machines in retail or food service not otherwise prohibited)
- Cook (except on electric or gas grills that do not have open flames)<sup>+</sup>
- Operate fryolators, rotisseries, NEICO broilers, or pressure cookers<sup>+</sup>
- Operate, clean or repair power-driven food slicers, grinders or choppers<sup>+</sup>
- Perform any baking activities<sup>+</sup>
- Operate microwave ovens (except to heat food in microwave ovens with a maximum capacity of 140 degrees Fahrenheit)<sup>+</sup>
- Clean kitchen surfaces that are hotter than 100 degrees Fahrenheit<sup>+</sup>
- Filter, transport, or dispose of cooking oil or grease hotter than 100 degrees Fahrenheit<sup>+</sup>
- Work in freezers or meat coolers
- Work in a manufacturing facility (e.g., a factory)
- Work on ladders or scaffolds
- Work in garages, except dispensing gas and oil
- Work in brick or lumber yards
- Work in amusement places (e.g., pool or billiard room, or bowling alley)
- Work in barber shops
- Work in construction, transportation, communications, or public utilities (except doing clerical work away from heavy machinery off the job-site)
- Work in warehouses (except doing clerical work)
- Load or unload trucks, railroad cars, or conveyors
- Wash windows in public or commercial buildings if the window sill is more than 10 feet above the ground
- Work doing laundry in a commercial laundry or dry cleaning establishment
- Work as a public messenger
- Work at processing operations (e.g., in meat, fish, or poultry processing or cracking nuts, bulk or mass mailing)
- Work around boilers or in engine rooms
- Do industrial homework
- Work with dangerous electrical machinery or appliances<sup>+</sup>
- Work that is determined by the Massachusetts Attorney General to be dangerous to the health and well-being of minors
- **Work in any of the occupations or tasks prohibited for persons under age 18**

### Persons under 18 years old may **NOT**:

- Drive a vehicle or forklift (except golf carts in certain circumstances)
- Operate, clean or repair power-driven meat slicers, grinders or choppers<sup>+</sup>
- Operate, clean or repair power-driven bakery machines<sup>+</sup>
- Work 30 feet or more above ground or water
- Handle, serve, or sell alcoholic beverages
- Use circular or band saws, or guillotine shears
- Use power-driven woodworking machines
- Use hoisting machines<sup>+</sup>
- Operate paper balers, paper box compactors, or other power-driven paper products machines<sup>+</sup>
- Use power-driven metal-forming, punching, or shearing machines
- Use buffing or polishing equipment
- Manufacture brick, tile, or kindred products
- Manufacture or store explosives
- Work in excavation, wrecking, demolition, or shipbreaking
- Work in logging, sawmilling, or mining
- Work slaughtering, packing, or processing meat
- Work in railway operations
- Work in roofing or on or about a roof<sup>+</sup>
- Work in foundries or around blast furnaces
- Work manufacturing phosphorus or phosphorus matches
- Work where they are exposed to radioactive substances
- Work as a firefighter or engineer on a boat
- Oil or clean hazardous machinery in motion

\* denotes a change to the hazardous order

See other side for additional important information.