

For More Information

Please refer to the "Youth Employment Provisions for Nonagricultural Occupations Under the Fair Labor Standards Act"

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The "CAN DO" Guide For Bona-Fide Learners



Child Labor Law Exemptions for Student Learners and Apprentices

*Exemptions are only applicable to work performed in the field of study

- ▶ Addressing the jobs and tasks that teens "can do" while in an approved apprenticeship or student learner programs.

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Apprentices and Student-Learners must be employed under the following conditions:

Apprentices

1. The apprentice is employed in a craft recognized as an apprenticeable trade;
2. The work of the apprentice is in an occupation declared particularly hazardous and is incidental to his or her training;
3. Such work is intermittent and for short periods of time
4. Work is under the direct and close supervision of a journeyman as a necessary part of training
5. The apprentice is registered with either the Bureau of Apprenticeship Training of the United States Department of Labor OR by a State agency in accordance with the standards established by that agency OR is employed under a written apprenticeship agreement and conditions which are found by the Secretary of Labor to conform substantially with such Federal or State standards.

Student-Learners

1. 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.
2. Such student-learner is employed under a written agreement which provides:
 - *The work in the occupations declared particularly hazardous shall be incidental to the training
 - *Work shall be intermittent and for short periods of time and under the direct supervision of a qualified and experienced person
 - *Safety instruction shall be given by the school and should correlate with on-the-job training
 - *A schedule of organized and progressive work process to be performed on the job shall have been prepared.

Written agreements should be signed by the student-learner, employer, and the school coordinator or principal.

Keep Copies at school and place of employment!

Work the Student-Learners and Apprentices in bona-fide program Can Do

1. Work using power-driven woodworking machines, including the use of saws on construction sites.
2. Work using power-driven metal forming, punching, and shearing machines.
3. Work involving the use of circular saws, band saws, and guillotine shears.
4. All work in roofing operations.
5. All work in excavating operations, including work in a trench as a plumber.
6. Work on scaffolding, roof, superstructure, residential or non-residential building construction, or ladder above 6 feet.
7. Work involving the operation of power-driven paper products and printing machines.



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8. Working on electric apparatus or wiring.
9. Work that involves operating or assisting to operate, including starting, stopping, connecting or disconnecting, feeding, or any other activity involving physical contact associated with operating, tractors over 20 PTO horsepower, any trencher or earthmoving equipment, fork lift, or any harvesting, planting, or plowing machinery, or any moving machinery
10. Work involving the operation of power-driven meat-processing machines and work involving slaughtering, meatpacking, processing, or rendering.

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