

Prohibited Employment: Hazardous Occupations for Minors

Minors under 18 years of age **CANNOT** be employed to work in the following occupations or with the following tools or machinery:

- Motor Vehicle Driving Minors may not drive on any public highway. This does not prohibit a minor from driving on private property (e.g., auto dealer lot).
- Power-Driven Bakery Machines Includes dough mixer, batter mixer, bread divider, molding machine, bread slicing and wrapping, cookie or cracker machine.
- Roofing Operations
- Power-Driven Woodworking Machines
- Exposure to Radioactive Substances
- Power-Driven Hoisting Apparatus Includes automobile hoist, lift truck, forklift, elevator, crane, derrick, etc.
- Power-Driven Metal-Forming, Punching, and Sheering Machines Includes rolling machines, pressing or punching machines, bending machines, etc.
- Power-Driven Paper-Products Machine Includes paper bailers, box crushers, etc.
- Power-Driven Circular Saws, Band Saws, and Guillotine Shears
- Excavation Operations Cannot work in trenches deeper than 4 feet.

This is a partial list. Contact the U.S. Department of Labor for complete information.



Prohibited Employment: Hazardous Occupations for Minors

Minors under 16 years of age **CANNOT** be employed to work in the following occupations or with the following tools or machinery:

- In or about a gas station dispensing gas or oil; courtesy service; car cleaning, washing and polishing.
- In the vicinity of moving machinery.
- Selling or serving alcoholic beverages.
- Building or construction work of any kind.
- Delivering goods from motor vehicles.
- Public messenger service.
- Operating an auto or truck.
- In a pool or billiard room.
- In or about moving equipment, aircraft, or vessels.
- In the vicinity of explosives.
- Selling to passing motorists: newspapers, candy, flowers, or other merchandise or commodities.
- Selling door-to-door unless the following conditions are met:
 - Minors work in pairs as a team.
 - One adult supervisor for ten or fewer minors.
 - Within sight or sound of supervisor once every 15 minutes.
 - Returned to home or rendezvous point daily.

Exception: Does not abridge right of minor to solicit subscriptions or sell newspapers door-to-door when the minor is a regular news carrier of the newspaper and delivers on a regular basis to an established readership.

This is a partial list. Contact the Department of Industrial Relations for complete information.

STOCKTON UNIFIED SCHOOL DISTRICT

LABOR LAWS AFFECTING MINORS



Work Experience Teachers/Coordinators:

Drake Balcao, Edison High School

100 W. Martin Luther King Blvd • (209) 933-7425 x8078
dbalcao@stocktonusd.net

Valarie Benjamin, Weber Institute & Stockton High

302 W. Weber Avenue • (209) 933-7330 x7931
vbenjamin@stocktonusd.net

Denise Wyatt, Jane Frederick, Merlo & SECA

1670 E. 6th Street • (209) 933-7190 x4716
dwyatt@stocktonusd.net

Trevor Calder, Cesar Chavez High School

2929 Windflower Lane • (209) 933-7480 x8932
tcalders@stocktonusd.net

Julie Yescas, Stagg High School & Pacific Law Academy

1620 Brookside Road • (209) 933-7445 x8508
jyescas@stocktonusd.net

Ron Tankersley Jr., Franklin High School

4600 E. Fremont Street • (209) 933-7435 x8279
rtankersley@stocktonusd.net

Work Permits

- All minors under age 18 (including minors employed by parents) must have work permits. Exempt: minors who have high school diplomas or passed the state proficiency exam.
- Minors must meet mandatory school attendance laws in order to obtain work permits.
- Work permits are required all year, including all school recesses and holidays.
- Work permits must be renewed at the start of each new school year or at the time students obtain new jobs.
- Work permits must be kept on file at work sites.
- Public schools have the legal right to restrict or reduce the type of employment and/or the hours of work if the schoolwork and/or health of minors are being impaired by employment.
- Work permits are not required for minors engaged in the following types of employment:
 - Private homes doing occasional odd jobs.
 - Sale or delivery of newspapers, if self employed.
 - Self-employment.
 - Agricultural or domestic work on property owned, operated, or controlled by minors' parents.

Applications for work permits are available from the Work Experience Coordinator at each school site. Summer work permits are available at the Child Welfare & Attendance office, 1144 E. Channel St., Room 105, beginning the day after school is out for summer. Summer work permits expire one week after the new school year begins.

Uniforms

Uniforms required by employers shall be provided and maintained by the employers. "Uniform" includes apparel and/or accessories of distinctive color or design.

Hours Minors Are Allowed to Work

Ages 16-17: School in Session

WEE Students:

- 8 hours maximum per day
- 48 hours per week

Non-WEE Students:

- 4 hours max. per day Monday-Thursday
- 8 hours max. per day Friday-Sunday
- 36 hours per week

Summer/Vacation Permit

- 8 hours max. per day Monday-Sunday
- 5 a.m. to 12:30 a.m. any day of week
- 48 hours per week

Ages 14-15: School in Session

- 3 hours max. per day Monday-Friday
- 8 hours max. per day Saturday-Sunday
- 7 a.m. to 7 p.m. any day of week
- 18 hours per week

Summer/Vacation Permit

- 8 hours max. per day Monday-Sunday
- 40 hours per week

Under 14 Years of Age

Federal and State laws prohibit the issuance of work permits except in very limited circumstances. Contact the Department of Industrial Relations for more information.

Note: With few exceptions, all employees are entitled to one day of rest in "7". (LC 554)

Workers' Compensation Insurance

Minors must be covered by Workers' Compensation Insurance, including minors employed by parents and by businesses operating from private residences.

Wages

- In most cases, minors must be paid the minimum wage.
- If employees work split shifts, they must be paid one (1) extra hour at the minimum wage.
- If employees report to work but are not given work and sent home, they are owed a minimum of two (2) hours pay.
- If employees are asked not to clock in, they are free to leave. They cannot be required to wait without being paid.

Statement of Deductions

- At the time wages are paid, employers must furnish all employees separate or detachable itemized statements of deductions and hours worked (paycheck stub).
- WEE students must submit copies of paycheck stubs upon receipt, for verification of hours worked.

Labor Law Resources

California Labor Laws:
Department of Industrial Relations
www.dir.ca.gov/dise/dise.html

Federal Labor Laws:
U.S. Department of Labor
www.dol.gov

Work Permits:
www.cde.ca.gov/shsd/wee/resources.html
www.dir.ca.gov/iwc/wageorderindustries.html

