

CHAPTER 58
CHILD LABOR

Authority

N.J.S.A. 34:2-21.2, 21.3, 21.15
21.17, 21.19 and 21.64.

Source and Effective Date

R.1990 d.522, effective September 26, 1990.
See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

Executive Order 66(1978) Expiration Date

Chapter 58, Child Labor, expires on September 26, 1995.

Chapter Historical Note

Chapter 58, Child Labor (formerly "Child Labor Law"), was filed and became effective prior to September 1, 1969. Former Chapter 58, "Child Labor Law," was repealed and replaced by new rules by R.1980 d.432, effective November 1, 1980. See: 12 N.J.R. 538(d), 12 N.J.R. 666(e). Pursuant to Executive Order No. 66 (1978), Chapter 58 was readopted as R.1985 d.522, effective September 26, 1985. See: 17 N.J.R. 2009(b), 17 N.J.R. 2561(a). Pursuant to Executive Order No. 66(1978), Chapter 58 was readopted as R.1990 d.522. See: Source and Effective Date.

See section annotations for specific rulemaking activity.

Case Notes

Operation of a cardboard baling machine held not to be a prohibited occupation under the child labor rules. *Dubiel v. Laneco, Inc.*, 161 N.J.Super. 360, 391 A.2d 957 (Law Div.1978).

CHAPTER TABLE OF CONTENTS

SUBCHAPTER 1. GENERAL PROVISIONS

- 12:58-1.1 Purpose; scope
- 12:58-1.2 Apprentice and student learner in cooperative vocational education program
- 12:58-1.3 through 12:58-1.5 (Reserved)

SUBCHAPTER 2. DEFINITIONS

- 12:58-2.1 Definitions

SUBCHAPTER 3. OCCUPATIONS PROHIBITED TO MINORS UNDER 16 YEARS OF AGE

- 12:58-3.1 Scope
- 12:58-3.2 Power driven machinery
- 12:58-3.3 Conveyors and related equipment

SUBCHAPTER 4. OCCUPATIONS PROHIBITED TO MINORS UNDER 18 YEARS OF AGE

- 12:58-4.1 Scope
- 12:58-4.2 Construction work
- 12:58-4.3 Agricultural machinery
- 12:58-4.4 Junk or scrap metal yard
- 12:58-4.5 Disorderly house
- 12:58-4.6 Highly inflammable substances

- 12:58-4.7 Radioactive substances and ionizing radiation
- 12:58-4.8 Carcinogenic substances
- 12:58-4.9 Toxic and hazardous substances
- 12:58-4.10 Compactors
- 12:58-4.11 Circular saws, band saws, and guillotine shears
- 12:58-4.12 Slaughtering and meat packing establishments; rendering plants; wholesale, retail or service establishments
- 12:58-4.13 Corrosive materials
- 12:58-4.14 Indecent or immoral exposure
- 12:58-4.15 Pesticides
- 12:58-4.16 Rim wheels
- 12:58-4.17 Bar service areas

SUBCHAPTER 5. VIOLATIONS AND ADMINISTRATIVE PENALTIES

- 12:58-5.1 Purpose; scope
- 12:58-5.2 Violations of the Act
- 12:58-5.3 Administrative penalties
- 12:58-5.4 Hearings

APPENDIX A. AVAILABILITY OF STANDARDS AND PUBLICATIONS REFERRED TO IN THIS CHAPTER

SUBCHAPTER 1. GENERAL PROVISIONS

12:58-1.1 Purpose; scope

(a) The purpose of this chapter is to define and clarify certain sections of the child labor statutes.

(b) This chapter shall apply to the employment of minors subject to the child labor statutes, except as provided in N.J.A.C. 12:58-1.4.

Amended by R.1990 d.522, effective November 5, 1990.
See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

Recodified from N.J.A.C. 12:58-1.2.

Subsection (b) recodified from N.J.A.C. 12:58-1.3, "Scope."
Deleted former N.J.A.C. 12:58-1.1, "Title and citation."

12:58-1.2 Apprentice and student learner in cooperative vocational education program

(a) This chapter shall not apply to apprentices and student learners that are in a cooperative vocational education program.

(b) "Apprentice" means a person:

1. Employed in a craft recognized as an apprenticeable trade;
2. Whose work in particularly hazardous occupations is incidental to the training;
3. Whose work is intermittent and of short duration and under the direct and close supervision of a craftsman; and

4. Registered by the Bureau of Apprenticeship and Training of the U.S. Department of Labor as employed in accordance with the standards established by that Bureau or is registered by a State agency as employed in accordance with the State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, or is employed under a written apprenticeship agreement and conditions which are found by the Secretary of Labor to conform substantially with such Federal and State standards.

(c) "Cooperative vocational education program" means a program of vocational education approved by the State Department of Education for persons who, through written cooperative arrangements between the school and the employer, receives instruction, including required academic courses and related vocational instruction by alternation of study in school with a job in any occupational field, but these two experiences are planned and supervised by the school and employer so that each contributes to the education and employability of the student.

(d) "Student learner" means a person:

1. 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. Between the ages of 16 years and 18 years of age;

3. Employed under a written agreement which provides that:

i. Work in a particularly hazardous occupation is incidental to the minor's training;

ii. Work is intermittent and of short duration, and under the direct and close supervision of a qualified and experienced person; and

iii. Safety instruction is given by the school and correlated by the employer with on-the-job training.

4. For whom an individualized training plan of organized and progressive training to be "performed on-the-job" and related school instruction has been developed. Each training plan will contain:

i. Tasks to be performed by the student learner on the job;

ii. A progression of in-school learning experiences that relate to the on-the-job training; and

iii. An outline that identifies safety instruction and occupational competencies to be learned at the training site and in school;

5. For whom training site supervision must be conducted by the school coordinator at intervals not to exceed once every two weeks, to ensure that the student learner is free from exploitation and that a safe training environment is maintained;

6. Who may perform certain permitted hazardous occupations only at those sites registered with the Department of Education/Vocational Division prior to the placement of student learners and on whose employment certificate will be placed the registration number of the site to identify the student as a cooperative education student learner; and

7. For whom training site experiences may not exceed five hours on any day that school is in session nor may the combination of school and work exceed eight hours on any day that school is in session.

Recodified from N.J.A.C. 12:58-1.4 by R.1990 d.522, effective November 5, 1990.

See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

Amended by R.1993 d.183, effective May 3, 1993.

See: 25 N.J.R. 889(a), 25 N.J.R. 1881(a).

Revised (d).

12:58-1.3 through 12:58-1.4 (Reserved)

12:58-1.5 (Reserved)

Repealed by R.1990 d.522, effective November 5, 1990.

See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

Section was "Validity."

SUBCHAPTER 2. DEFINITIONS

12:58-2.1 Definitions

The following words and terms, when used in this chapter, shall have the following meanings unless the context clearly indicates otherwise.

"Child labor statutes" means N.J.S.A. 34:2-21.1 et seq. and N.J.S.A. 34:2-21.57 et seq.

"Combustible liquid" means any liquid with a flash point from 100 to 200 degrees Fahrenheit as measured by tests or any liquid mixture with 99 percent or more combustible components.

"Corrosive material" means any liquid or solid that causes destruction of human skin tissue or a liquid that has a severe corrosion rate on steel or aluminum.

"Explosive" means any chemical compound, mixture, or device the primary or common purpose of which is to function by explosion, e.g., with substantially instantaneous release of gas or heat unless such compound, mixture or device is otherwise specifically classified.

“Flammable liquid” means any liquid with a flash point less than 100 degrees Fahrenheit as measured by tests with the following exceptions:

1. A flammable liquid with a vapor pressure greater than 40 pounds per square inch absolute at 100 degrees Fahrenheit.
2. A liquid mixture containing one percent or less flammable components.
3. A water-alcohol solution containing 24 percent or less alcohol.

“N.J.A.C.” means the New Jersey Administrative Code.

“N.J.S.A.” means the New Jersey Statutes Annotated.

“Pyroforic liquid” means any liquid that ignites spontaneously in dry or moist air at or below 130 degrees Fahrenheit. These liquids are classified as flammable liquids.

Amended by R.1990 d.522, effective November 5, 1990.

See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

Deleted duplicative citations in definitions section, to the New Jersey Administrative Code.

SUBCHAPTER 3. OCCUPATIONS PROHIBITED TO MINORS UNDER 16 YEARS OF AGE

12:58-3.1 Scope

(a) This subchapter shall apply to occupations prohibited to minors under 16 years of age, except as provided in (b) below.

(b) This subchapter shall not apply to apprentices and student learners engaged in cooperative vocational education programs.

12:58-3.2 Power driven machinery

(a) Minors under 16 years of age shall not be employed, permitted or suffered to work in, about, or in connection with power-driven machinery.

(b) “Power driven machinery” shall include:

1. Power tools, including but not limited to, power lawn mowers, power woodworking and metal working tools.

(c) “Power driven machinery” shall not include:

1. Standard office type machines;
2. Standard domestic type machines or appliances when used in domestic or business establishments;
3. Agricultural machines when used on farms, such as standard type poultry feeders, egg washers, egg coolers, and milking machines; and

4. An attended or unattended standard type passenger elevator.

12:58-3.3 Conveyors and related equipment

(a) Minors under 16 years of age shall not be employed, permitted or suffered to work on or about conveyors and related equipment.

(b) “Conveyor” shall mean a horizontal, inclined, or vertical device for moving or transporting bulk materials, packages or objects, in the path predetermined by the design of the device, and having points of loading and discharge.

(c) “Related equipment” shall mean devices in and around conveyors that represent a physical hazard, such as equipment interfaces, nip and shear points, transfer, loading and discharge points, hoppers, and chutes.

SUBCHAPTER 4. OCCUPATIONS PROHIBITED TO MINORS UNDER 18 YEARS OF AGE

12:58-4.1 Scope

(a) This subchapter shall apply to occupations prohibited to minors under 18 years of age, except as provided in (b) below.

(b) This subchapter shall not apply to apprentices and student learners engaged in cooperative vocational education programs.

12:58-4.2 Construction work

(a) Minors under 18 years of age shall not be employed in construction work.

(b) “Construction work” shall mean the erection, alteration, repair, renovation, demolition or removal of any building or structure; the excavation, filling and grading of sites; the excavation, renovation, repair or paving of roads and highways; and any function performed within 30 feet of the above operations.

(c) “Construction work” shall not mean the repair or painting of fences, buildings and structures not exceeding 12 feet in height.

(d) “Building” means a combination of materials to form a construction that is safe and stable, and adapted to permanent or continuous occupancy for various uses.

(e) “Structure” shall mean an assembly of materials forming an object for occupancy or use including among others stadiums, stagings, observation towers, storage tanks, trestles, wharves, boats and ships.

Amended by R.1990 d.522, effective November 5, 1990.

See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

In (b): added phrase, "the excavation ... and highways; ..."

12:58-4.3 Agricultural machinery

(a) Minors under 18 years of age shall not work in, on, or directly in connection with the following agricultural machinery:

1. Cornpickers;
2. Power driven hay balers; or
3. Power field choppers.

12:58-4.4 Junk or scrap metal yard

(a) Minors under 18 years of age shall not be employed in, about, or in connection with a junk or scrap metal yard.

(b) "Junk or scrap metal yard" shall mean any place where old iron, metal, paper, cordage and other refuse may be collected and deposited or both and sold or may be treated so as to be again used in some form or discarded or where automobiles or machines are demolished for the purpose of salvaging of metal or parts.

12:58-4.5 Disorderly house

(a) Minors under 18 years of age shall not be employed in, about or in connection with a disorderly house.

(b) "Disorderly house" means a house of prostitution, a brothel or gambling place.

12:58-4.6 Highly inflammable substances

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work in, about, or in connection with highly inflammable substances.

(b) Any employment certificate authorizing the employment of a minor under 18 years of age in any gasoline service station or garage shall be stamped with the following warning: "The certificate does not in any way affect any prohibition contained in the Child Labor Law concerning power-driven or hazardous machinery or hazardous occupations."

(c) "Highly inflammable substance" shall mean a flammable liquid or a pyroforic liquid, except a "highly inflammable substance" shall not mean gasoline at a service station where gasoline tanks of gasoline motor driven vehicles are filled by use of a hose that is a part of powered pumping equipment.

(d) Minors under 18 years of age shall be prohibited from fueling aircraft, either commercial or private.

Amended by R.1990 d.522, effective November 5, 1990.

See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

In (c): deleted N.J.A.C. citation.

Added new subsection (d).

12:58-4.7 Radioactive substances and ionizing radiation

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work in any workroom where exposed to radioactive substances or to ionizing radiation.

(b) Work where exposed to radioactive substances shall mean work which involves exposure to:

1. Radium is stored or used in the manufacture of self-luminous compounds.
2. Self-luminous compounds are made, processed, or packaged.
3. Self-luminous compounds are stored, used or worked upon.
4. Incandescent mantles are made from fabric and solutions containing thorium salts, or are processed or packaged.

5. Other radioactive substances which are present in the air in average concentrations exceeding 10 percent of the maximum permissible concentrations in the air recommended for occupational exposure by the National Committee on Radiation Protection as set forth in the 40 hour week column of table one of the National Bureau of Standards Handbook No. 69 entitled "Maximum Permissible Body Burdens and Maximum Permissible Concentrations of Radionuclides in Air and in Water for Occupational Exposure", issued June 5, 1959.

(c) Work where exposed to ionizing radiation shall mean work which involves exposure to ionizing radiations in excess of 0.5 rem per year.

(d) "Self-luminous compound" shall mean any mixture of phosphorescent material and radium, mesothorium, or other radioactive element.

(e) "Workroom" shall include the entire area bounded by walls of solid material and extending from floor to ceiling.

(f) "Ionizing radiation" shall mean alpha and beta particles, electrons, protons, neutrons, gamma and x-ray and all other radiations which produce ionizations directly or indirectly, but does not include electromagnetic radiations other than gamma and x-ray.

12:58-4.8 Carcinogenic substances

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work where they may be exposed to carcinogenic substances.

(b) "Carcinogenic substance" shall mean and include any material classified as carcinogenic by 29 CFR Part 1910 Subpart Z and as listed below:

Asbestos	Ethyleneimine
Coal tar pitch volatiles	beta-Propiolactone
4-Nitrophenyl	2-Acetylaminofluorene

alpha—Naphthylamine	4—Dimethylaminoazobenzene
Methyl chloromethyl ether	N—Nitrosodimethylamine
3,3'—Dichlorobenzidine (and its salts)	Vinyl chloride
bis—Chloromethyl ether	Inorganic arsenic
beta—Naphthylamine	Benzene
Benzidine	Coke oven emissions
4—Aminodiphenyl	1,2—dibromo 3—chloropropane
	Acrylonitrile

12:58-4.9 Toxic and hazardous substances

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work in workrooms where they may be exposed to toxic and hazardous substances.

(b) “Toxic and hazardous substance” shall mean any material exceeding a threshold limit value listed in the tables of Section 1910.1000 of Subpart Z of 29 CFR Part 1910.

12:58-4.10 Compactors

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work on or about compactors.

(b) “Compactor” shall mean a power operated device designed to join or pack closely together, consolidate or condense material. The term “Compactor” shall not include compacting type garbage trucks and residential type compactors.

12:58-4.11 Circular saws, band saws, and guillotine shears

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work as an operator or helper with circular saws, band saws and guillotine shears.

(b) Minors under 18 years of age shall not set-up, adjust, repair, oil, or clean circular saws, band saws and guillotine shears.

(c) “Operator” shall mean a person who operates a machine by performing such functions as starting or stopping the machine, placing materials into or removing them from the machine, or any other functions directly involved in operation of the machine.

(d) “Helper” shall mean a person who assists in the operation of a machine by helping place materials into or remove them from the machine.

(e) “Circular saw” shall mean a machine equipped with a thin steel disc having a continuous series of notches or teeth on the periphery, mounted on shafting, and used for sawing materials.

(f) “Band saw” shall mean a machine equipped with an endless steel band having a continuous series of notches or teeth, running over wheels or pulleys, and used for sawing materials.

(g) “Guillotine shear” shall mean a machine equipped with a movable blade operated vertically and used to shear

materials. The term shall not include other types of shearing machines, using a different form of shearing action, such as alligator shears or circular shears.

12:58-4.12 Slaughtering and meat packing establishments; rendering plants; wholesale, retail or service establishments

(a) Minors under age 18 shall not be employed, permitted or suffered to work in or about slaughtering and meat packing establishments, rendering plants, or wholesale, retail or service establishments in the following occupations:

1. All occupations on the killing floor, in curing cellars, and hide cellars, except the work of messengers, runners, hand-truckers, and similar occupations which require entering such workrooms or workplaces infrequently and for short periods of time;

2. All occupations involved in the recovery of lard and oils, except packaging and shipping of such products and the operation of lard-roll machines;

3. All occupations involved in tankage or rendering of dead animals, animal offal, animal fats, scrap meats, blood, and bones into stock feeds, tallow, inedible greases, fertilizer ingredients, and similar products;

4. All occupations involved in the operation or feeding of the following power-driven meat-processing machines, including setting up, adjusting, repairing, oiling, or cleaning such machines: meat patty forming machines, meat and bone cutting saws, knives including circular and horizontal knives used for slicing meat, slicing machines used in delicatessens and restaurants for cutting or slicing any food product (except bacon-slicing machines), head-splitters, and guillotine cutters, snout-pullers and jaw-pullers, skinning machines, horizontal rotary washing machines, casing-cleaning machines such as crushing, stripping, and finishing machines, grinding, mixing, chopping, and hashing machines, and presses (except belly-rolling machines);

5. All boning operations;

6. All occupations involved in the pushing or dropping of any suspended carcass, half carcass, or quarter carcass; and

7. All occupations involved in the hand-lifting or hand-carrying of any carcass or half carcass of beef, pork, or horse, or any quarter carcass of beef or horse.

(b) “Slaughtering and meat packing establishment” shall mean a place in or about which cattle, calves, hogs, sheep, lambs, goats, or horses are killed, butchered, or processed. The term shall also include establishments which manufacture or process meat products or sausage casings from such animals.

(c) “Rendering plant” shall mean an establishment engaged in the conversion of dead animals, animal offal,

animal fats, scrap meats, blood, and bones into stock feeds, tallow, inedible greases, fertilizer ingredients, and similar products.

(d) "Killing floor" shall include that workroom or workplace where cattle, calves, hogs, sheeps, lambs, goats, or horses are immobilized, shackled, or killed, and the carcasses are dressed prior to chilling.

(e) "Curing cellar" shall include that workroom or workplace which is primarily devoted to the preservation and flavoring of meat by curing materials. It does not include that workplace where meats are smoked.

(f) "Hide cellar" shall include that workroom or workplace where hides are graded, trimmed, salted, and otherwise cured.

(g) "Boning operation" shall mean the removal of bones from meat cuts. It shall not include work that involves cutting, scraping, or trimming meat from cuts containing bones.

Amended by R.1988 d.548, effective November 21, 1988.
See: 20 N.J.R. 2357(a), 20 N.J.R. 2929(b).

Substantially amended (a).
Amended by R.1990 d.522, effective November 5, 1990.
See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

In (a)4: revised text to specify delicatessen and restaurant slicing machines for cutting or slicing any food product use.

12:58-4.13 Corrosive materials

(a) Minors under 18 years of age shall not be employed, permitted or suffered to work in or about corrosive materials.

(b) "Corrosive material" shall mean any substance classified as a corrosive material as defined in N.J.A.C. 12:58-2. Corrosive materials shall mean, among others, acids and alkalines.

12:58-4.14 Indecent or immoral exposure

(a) Minors under 18 years of age shall not:

1. Be employed, permitted or suffered to work in indecent or immoral theatrical exhibitions;
2. Work in establishments where the acts of indecent or immoral theatrical exhibitions are performed or shown on screens;
3. Perform in any movie having as part of that movie any indecent or immoral exposure;
4. Perform in the nude or as a go-go dancer;
5. Pose in the nude or without generally accepted attire;
6. Work in adult book stores or massage parlors; or
7. Work in video stores where x-rated movies are rented or sold.

(b) "Indecent or immoral theatrical exhibition" means that defined in N.J.S.A. 34:2-21.63a.

Amended by R.1990 d.522, effective November 5, 1990.
See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

In (a)5: added phrase about "generally-accepted attire."
Added (a)7.

12:58-4.15 Pesticides

(a) Minors under 18 years of age shall not be employed as applicators of pesticides, nor shall such minors be permitted in any area when such pesticides are being applied.

(b) Compliance shall be as provided in N.J.S.A. 13:1F-1 et seq., Pesticide Control Act of 1971 and the regulations written thereunder.

(c) "Pesticide" means and includes any substance or mixture of substances labeled, designed, intended for or capable of use in preventing, destroying, repelling, sterilizing or mitigating any insects, rodents, nematodes, predatory animals, fungi, weeds and other forms of plant or animal life or viruses on or in living man or other animals. The term "pesticide" also includes any substance or mixture of substances labeled, designed, or intended for use as a defoliant, desiccant or plant regulator.

Amended by R.1990 d.522, effective November 5, 1990.
See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

Deleted "in the field" and added "any area" regarding applicators of pesticide.

12:58-4.16 Rim wheels

Minors under 18 years of age shall not be permitted to service single piece or multi-piece rim wheels.

12:58-4.17 Bar service areas

(a) Minors under the age of 18 years of age shall not be employed, permitted or suffered to work serving beverages out of any bar service area.

1. "Bar service area" includes, but is not limited to, outside bars at pools or other recreational facilities.

New Rule, R.1990 d.522, effective November 5, 1990.
See: 22 N.J.R. 2241(a), 22 N.J.R. 3383(a).

SUBCHAPTER 5. VIOLATIONS AND ADMINISTRATIVE PENALTIES

Authority

N.J.S.A. 34:1-20, 34:1A-3(e) and 34:2-21.1 et seq., specifically 34:2-21.19, as amended by P.L. 199, c.205.

Source and Effective Date

R.1991 d.612, effective December 16, 1991.
See: 23 N.J.R. 2944(a), 23 N.J.R. 3811(a).

12:58-5.1 Purpose; scope

(a) The purpose of this subchapter is to establish rules to effectuate N.J.S.A. 34:2-21.1 et seq., the New Jersey Child Labor Act (Act), specifically, amended N.J.S.A. 34:2-21.19 which provides sanctions for noncompliance.

(b) The chapter is applicable to the employment of minors subject to the Child Labor Law, N.J.S.A. 34:2-21.1 et seq.

12:58-5.2 Violations of the Act

(a) Violations of the Act shall occur when:

1. An employer obstructs the Commissioner in the performance of the duties of the Commissioner in the enforcement of this chapter; or

2. An employer permits or suffers any minor to be employed or to work in violation of the Act; or

3. Any person who, having under his control or custody any minor, permits or suffers him or her to be employed or to work in violation of the Act.

(b) If a defendant acts knowingly, an offense under this section shall be a crime of the fourth degree.

(c) A defendant who violates any provision of this chapter shall be guilty of a disorderly persons offense and, shall, upon conviction therefor, be fined not less than \$100.00 nor more than \$1,000.

1. Each day during which any violation of the act continues shall constitute a separate and distinct offense.

2. The employment of any minor in violation of the Act shall, with respect to each minor so employed, constitute a separate offense.

12:58-5.3 Administrative penalties

(a) As an alternative to, or in addition to, any other sanctions provided for in N.J.A.C. 12:58-5.2, pursuant to N.J.S.A. 34:2-21.1 et seq., when the Commissioner finds that an employer has violated that Act, the Commissioner is authorized to assess and collect administrative penalties in the amounts that follow:

1. First violation—not more than \$250.00;

2. Second and subsequent violations—not less than \$25.00 nor more than \$500.00.

(b) No administrative penalty shall be levied pursuant to this subchapter unless the Commissioner provides the alleged violator with notification by certified mail of the violation and the amount of the penalty and an opportunity to request a formal hearing. A request for a formal hearing must be received within 15 working days following the receipt of the notice.

1. If a hearing is not requested, the notice shall become a final order upon the expiration of the 15-working day period following receipt of the notice.

2. If a hearing is requested, the Commissioner shall issue a final order upon such hearing and a finding that a violation has occurred.

3. All wages due, fees and penalties shall be paid within 30 days of the date of final order. Failure to pay such wages due, fees and/or penalty shall result in a judgment being obtained in a court of competent jurisdiction.

4. All payments shall be made payable to the Commissioner of Labor, Child Labor Account. All payments shall be made by certified check or money order, or payable in a form suitable to the Commissioner of Labor.

(c) When the Commissioner assesses an administrative penalty pursuant to this chapter, the Commissioner shall consider the following factors, where applicable, in determining what constitutes an appropriate penalty for the particular violations:

1. The seriousness of the violation;

2. The past history of previous violations by the employer;

3. The good faith of the employer;

4. The size of the employer's business; and

5. Any other factors which the Commissioner deems to be appropriate in the determining of the penalty assessed.

12:58-5.4 Hearings

(a) When the Commissioner assesses an administrative penalty under N.J.A.C. 12:58-5.3, the employer shall have the right to a hearing pursuant to (b) below.

(b) No administrative penalty shall be levied pursuant to this subchapter unless the Commissioner provides the alleged violator with notification by certified mail of the violation and the amount of the penalty by and an opportunity to request a formal hearing. A request for a formal hearing must be received within 15 working days following the receipt of the notice.

(c) The Commissioner shall make the final decision of the Department.

(d) Appeals of the final decision of the Commissioner shall be made to the Appellate Division of the New Jersey Superior Court.

(e) Recipients of an administrative penalty assessment may request the initiation of a settlement conference at the time that a hearing request is made.

(f) If the employer, or a designated representative of the employer, fails to appear at a requested hearing, the Commissioner or his or her designee may, for good cause shown, re-schedule a hearing.

(g) If the Commissioner or his or her designee does not authorize such a re-scheduled hearing, then the Commis-

sioner shall issue a final agency determination effective upon the date set for the original hearing.

(h) Payment of the penalty is due when a final agency determination is issued.

(i) Upon final order the penalty imposed may be recovered with cost in summary proceeding commenced by the Commissioner pursuant to the Penalty Enforcement Law, N.J.S.A. 2A:58-1 et seq.

APPENDIX A

Availability of Standards and Publications Referred to in this Chapter

A copy of each of the standards and publications referred to in this chapter is on file and may be inspected at the following office of the Division of Workplace Standards between the hours of 9:00 A.M. and 4:00 P.M. on normal working days:

State of New Jersey
Department of Labor
Division of Workplace Standards
John Fitch Plaza
Trenton, New Jersey

Copies of the referenced standards and publications may be obtained from the organizations listed below. The abbreviations preceding these standards and publications have the following meaning and are the organizations issuing the standards and publications listed.

CFR	Code of Federal Regulations Copies available from: Superintendent of Documents U.S. Government Printing Office Washington, D.C. 20420
NBS	National Bureau of Standards Copies available from: Superintendent of Documents U.S. Government Printing Office Washington, D.C. 20420
N.J.S.A.	New Jersey Statutes Annotated Copies available from: Office of Wage and Hour Compliance New Jersey Department of Labor CN 389 Trenton, N.J. 08625

No. and Edition	Title
29 CFR Part 1910	General Industry Standards of Occupational Safety and Health Administration of the U.S. Department of Labor
NBS Handbook No. 69-1959	Maximum Permissible Body Burdens and Maximum Permissible Concentrations of Radio-nuclides in Air and in Water for Occupational Exposure
N.J.S.A. 13:1F-1 et seq.	Pesticide Control Act of 1971