



DO'S and DON'T'S

for Farmers

Employing Children

under 18 years

of age

New Jersey's Child Labor Law restricts the employment of minors up to 18 years of age in agriculture, unless the employment is outside of school hours or during school vacations in connection with the minor's own home and directly for his parents or legal guardian. Violations of the law are punishable through the courts. In addition to this, in the event of an accident to a minor under the age of 18 who is employed in violation of the law, the employer becomes liable for a double compensation award.

There are certain features of the law with which farmers should be familiar. We have set these out in the attached DO'S and DON'T'S.

Wage and Hour Bureau
Labor Division
N.J. Dept. of Labor & Industry
" 29 East Front Street
Trenton, New Jersey

1. Secure a valid Agriculture Permit for each child 12 to 16 years of age before he begins to work for you.

Agriculture Permits are issued by the Board of Education. New Jersey residents get them from the Issuing Officer of the school district where they reside. Out of state children get them in the school district where they work.

Permits are for stated periods, never more than six months. They permit a child to work during vacations and outside of school hours for any farmer until the Permit expires.

2. Check expiration date on each Permit to make sure it is still valid.
3. If a Permit is expiring send the child for a new one.
4. Secure proof of age of a minor before permitting him to work at hazardous occupations. (See Paragraph 5 under Don't's)
5. Limit the hours of work of minors under 18 to 10 in any one day.
6. Permit employment of minors under 18 on six consecutive days only. A full day of rest must be given every seventh day no matter how few hours the child may work on the other six days.
7. Allow minors under 18 years of age at least one-half hour meal or rest period after not more than 5 hours of work.
8. See that all children in your employ attend school regularly and that their work does not injure their health or standing in school.
9. Write the Department of Labor and Industry, Wage & Hour Bureau, 29 E. Front Street, Trenton about any question you may have regarding the employment of minors under 18 years of age. Copy of the Child Labor Abstract giving full information relative to the employment of children may be secured from them.

DON'T

1. Don't permit any child under 12 years of age to work on your farm in any capacity unless he is your own child.
2. Don't permit any child 12 to 16 years of age to begin working for you until he gives you his valid Agriculture Permit.
3. Don't permit a minor who claims to be 16 or older to work until you are certain that he has reached that age. A minor 16 to 21 may get an Age Certificate from the school authorities.
4. Don't permit children under 16 to work with, around or in connection with power driven machinery except,

They may work with standard types of poultry feeders, egg graders, egg washers, egg coolers and milking machines.

They may work around stationary machines so completely enclosed and guarded that workers are adequately and thoroughly protected.

They may work with standard office type and standard domestic type machines.

Power tools including, power lawn mowers, power woodworking and metalworking tools and power-driven meat slicing and meat grinding machines are not standard domestic type machines.

5. Don't permit any minor under the age of 18 to work in, about or in connection with any of the following:
 - a. Operation or repair of hay hoists, dump trucks, elevator or hoisting apparatus of any kind.
 - b. Explosives and highly inflammable substances of any kind. This includes gasoline.
 - c. Abrasive, polishing, grinding, buffing machines. No minor under 18 may grind any tools.
 - d. Oiling, wiping or cleaning machinery in motion.
 - e. Power driven woodworking machinery of any kind. This includes saws, drills, etc.
 - f. Construction work of any kind.

This does not include building, painting or repairing fences or small outbuildings not more than 12 feet high and not connected or related to other construction work.

- g. Steam boilers carrying a pressure in excess of fifteen pounds.
- h. Mines, quarries, sand or gravel pits.
- i. Work in, about or in connection with hazardous or dangerous chemicals of any kinds. Among these are the following:

Paints--sprays, dusts, etc., containing lead in any amount.

D.D.T. in any form. This is a benzol compound. Sprays--dust, etc., containing nicotine such as Black Leaf 40.

Mixtures containing copper such as Paris Green (copper arsenate).

Bordeaux mixture (copper sulphate and lime).

Compounds of mercury such as yellow oxide or calomel.

Arsenic Compounds such as lead arsenate or copper arsenate.

There are other dangerous substances but these are the ones most commonly used on farms.

- j. Cutting machines having a guillotine action.
- k. Work in, on, or directly in connection with the following agricultural machinery: corn pickers, power driven hay balers or power field choppers.
- l. Any other occupation prohibited for minors under 18 years of age.

The above lists only those most applicable to agricultural employment.

6. Don't employ any minor under 16 years of age during the hours the school in the district in which he resides is in session. This applies to minors who reside outside of New Jersey as well as to minors residing in New Jersey.