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STATE OF NEW JERSEY  
DEPARTMENT OF LABOR  
AND INDUSTRY

Percy A. Miller, Jr., Commissioner

Additional information concerning labor laws regulating the employment of children may be secured from the Women and Children Section of the Department of Labor and Industry whose address is given below.

# DO'S and DON'T'S

*For Farmers employing children under 18 years of age.*

New Jersey Department of Labor  
and Industry  
Division of Labor  
C. George Krueger  
Deputy Director  
Bureau of Engineering and Safety

Women and Children Section  
Alvina Fleisch Supervisor  
Wallach Building  
Trenton, N. J.

There are certain features of New Jersey's Child Labor Law with which farmers should be familiar. This leaflet is designed to help provide this information.

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## DO NOT Do the Following:

1. DO NOT permit any child under 12 years of age to work on your farm in any capacity unless he is your own child.
2. DO NOT permit any child 12 to 16 years of age to begin work until you first have his valid agriculture permit in your possession.
3. DO NOT permit a child who states he is 16 years of age or over to work until you are certain he has reached that age. You may be employing him in violation of the law and will be held responsible. Minors 18 to 21 years of age may be asked to bring "age certificates." These are issued by the schools and are conclusive evidence of the age of the minor for whom issued, in any legal proceeding. These are not issued to persons between the ages of 16 and 18. You should insist upon some other evidence of age.
4. DO NOT permit any minor under 16 years of age to be employed in, about or in connection with trucks, tractors, milking machines or power driven machinery of any kind.
5. DO NOT permit any minor under the age of 18 to be employed in, about or in connection with any of the following:
  - (a) Hay hoists—dump trucks—elevators 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.
  - (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 kind. 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—dusts, 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) Any other occupation prohibited for minors under 18 years of age.The above lists only those most applicable to agricultural employment.
6. DO NOT employ any minor under 18 more than six consecutive days. 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. DO NOT permit any minor under 18 years of age to work more than 10 hours in any one day.
8. DO NOT employ any minor under 15 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.

## *DO the Following With Respect to:*

### Agriculture Permits

1. Secure valid agriculture permit before permitting any minor 12 to 16 years of age to begin work.

An agriculture permit is issued by the Board of Education in the district in which the minor resides, if he is a New Jersey resident. A minor who resides outside the State of New Jersey secures his permit in the school district in which his place of employment is located. Agriculture permits are valid for any farmer but are limited to certain stated periods. None is issued for a period longer than six months.

2. Check the expiration date on all agriculture permits you receive to make certain they are valid for the period you are employing the minors.
3. Send a minor for a new permit if his present one is expiring.

### Proof of Age

Demand proof of age of a minor before permitting him to work at hazardous occupations (see examples, paragraph 5, under "Do Not").

### Meal Period

See that all minors under 18 years of age receive a one half-hour meal or rest period after not more than five hours of work.

### Hours and Days of Work

Limit the hours of work of minors under 18 to ten in any one day and permit their employment on six consecutive days only.

Write the Department of Labor and Industry at the address on the back of this leaflet 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.

**N**EW 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.

Agriculture—as defined in the Child Labor Law includes the following:

Cultivation and tillage of the soil

Dairying

Production, cultivation, growing or harvesting any agricultural or horticultural commodities

Planting, transplanting and care of trees, shrubs and plants

Raising of livestock, bees, fur-bearing animals or poultry

Any practices (including forestry or lumbering) performed by a farmer or on a farm as an incident to or in conjunction with such farming operations, including preparation for market, delivery to storage or to market or to carriers for transportation to market, provided that such practices shall be performed in connection with the handling of agricultural or horticultural commodities the major portion of which have been produced upon the premises of an owning or leasing employer.

