



THIS NOTICE IS TO BE PUT IN A CONSPICUOUS PLACE AND IS POSTED BY AUTHORITY OF THE
NEW JERSEY DEPARTMENT OF LABOR & INDUSTRY
PERCY A. MILLER, JR., COMMISSIONER

ABSTRACT

OF CHILD LABOR LAWS PERTAINING TO THE EMPLOYMENT OF MALE AND FEMALE MINORS
CHAPTER 153, LAWS OF 1940
EFFECTIVE SEPTEMBER 1, 1940
CHAPTER 133, LAWS OF 1939
EFFECTIVE SEPTEMBER 1, 1939

1. KIND OF EMPLOYMENT.	2. MINIMUM AGE IN YEARS.	3. EMPLOYMENT CERTIFICATE. NOTE: When required must be kept on file in place of employment. See below regular and vacation employment certificates.	4. SPECIAL PERMIT.	5. HOURS OF WORK.	6. NIGHT WORK PROHIBITED.
A. FACTORY.	16 for non-hazardous occupations. 18 for hazardous occupations.	Required for employment of any minor under 18 years of age.	Does not apply.	16 to 18; must not exceed 8 hours per day, 40 hours per week, or 6 days in any one week.	16 to 18—after 10 P. M. before 6 A. M. 7 A. M. for females.
B. MERCANTILE ESTABLISHMENTS, RESTAURANTS, OFFICES, GOLF CADDYING AND OTHER PLACES OR MEANS OF GAINFUL OCCUPATION, EXCEPT AS OTHERWISE SPECIFIED BELOW.	16 for full-time employment when school is in session. 14 for employment when school is not in session (outside of school hours and during school vacation).	Required for employment of minors between 14 and 18.	Not required.	14 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	14 to 16—after 6 P. M. before 7 A. M. 16 to 18—after 10 P. M. before 6 A. M. (except during regular school vacation, male minors after 11 P. M.)
a. Public Bowling Alleys.	16 male minors as pinsetters only. 18 for all other occupations.	16 to 18—regular employment certificate, provided minor does not attend school, or if attending school, only during regular school vacation period.	If minor attends school, a pin-setter permit is required. Valid for 3 months.	16 to 18—must not exceed 8 hours per day, 40 hours per week and 6 days in any one week.	16 to 18—after 11:30 P. M.; before 6 A. M.
b. Private Bowling Alleys.	16 for full-time employment when school is in session. 14 for employment when school is not in session (outside of school hours and during regular school vacation season).	Regular or vacation employment certificates for all minors between 14 and 18 years of age.	Not required.	14 to 16—not more than 40 hours per week or 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week or 6 days in any one week.	14 to 16—after 6 P. M. before 7 A. M. 16 to 18—after 10 P. M. before 6 A. M. (except during regular school vacation season, male minors after 11 P. M.)
C. AGRICULTURE. (No restrictions on work performed outside of school hours in connection with minor's own home and directly for his parent or legal guardian.)	16 for full-time employment when school is in session. 12 for employment when school is not in session.	Not required.	Required for minors under 16. Valid for 6 months.	Must not exceed 10 hours per day nor more than 6 days in any one week.	No restrictions.
D. DOMESTIC SERVICE IN PRIVATE HOMES. (No restrictions on work performed outside of school hours in connection with minor's own home and directly for his parent or legal guardian.)	16 for full-time employment when school is in session. 14 for employment when school is not in session (outside of school hours and during school vacation).	Required for employment of minors between 14 and 18.	Not required.	No restrictions, except under 16; combined hours of work and in school not to exceed 8 hours per day.	No restrictions.
E. CONCERT OR THEATRICAL PERFORMERS.	16 for full-time employment when school is in session. 14 for employment when school is not in session.	Required for employment of minors between 14 and 18.	Not required.	14 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	14 to 16—after 11 P. M. before 7 A. M. 16 to 18—after 11 P. M. before 6 A. M.
F. MESSENGERS FOR Communications Companies under F. C. C. supervision and control.	Boys—16 for full-time employment when school is in session. Girls—18 (includes delivery of goods and messages for any firm).	Required for employment of minors between 16 and 18.	Not required.	No restrictions.	No restrictions.
G. STREET TRADES: Defined as engaging in— a. Selling, offering for sale, soliciting for, collecting for, displaying or distributing any articles, goods, merchandise, commercial service, post-cards, circulars, newspapers, magazines; blacking shoes.	Boys—16 for full-time employment when school is in session. 14 for employment when school is not in session. Girls—18.	Required for employment of minors between 16 and 18.	Required for minors under 16.	14 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	14 to 16—after 6 P. M. before 7 A. M. 16 to 18—after 10 P. M. before 6 A. M. (except during regular school vacation, after 11 P. M.)
b. Newspaper and Magazine Delivery. Soliciting and collecting over routes in residential neighborhoods.	Boys—16 for full-time employment when school is in session. 12 for employment when school is not in session. Girls—18.	Required for employment of minors between 16 and 18.	Required for minors under 16.	Boys 12 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. Boys 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	12 to 14—after 6 P. M. before 7 A. M. 14 to 16—after 6 P. M. before 5:30 A. M. 16 to 18—after 10 P. M. before 6 A. M. (except during regular school vacation, after 11 P. M.)

GENERAL PROVISIONS

When school is in session, school attendance for minors under 16 is compulsory.

CERTIFICATES: Certificates are granted by the issuing officer (issuing officer is any superintendent of schools, supervising principal, or teacher in a school district, who is designated by the district board of education, to issue certificates or permits) and are of four kinds, namely:

1. Regular employment certificates permitting employment during school hours.
2. Vacation employment certificates, permitting employment during school vacation and the school term when public schools are not in session.
3. Special permits, authorizing a child under 16 years of age to work in any street trade, or in agricultural pursuits, when the district schools are not in session, and
4. Age certificates, issued to minors between 18 and 21 years of age upon presentation of proof of age.

All certificates and permits are conclusive evidence of age of the minor for whom issued after issuance. Regular and vacation employment certificates can be issued only if the minor desiring employment applies in person and files the following papers:

1. Promise of employment signed by prospective employer.
2. Evidence of age.
3. Statement of physical fitness signed by a medical inspector employed by the district board of education.
4. School record signed by principal of school which minor last attended.

Such employment certificates are valid only for employment of minor by employer signing promise of employment.

Special permits are issued for minors under 16 years of age for employment in street trades and agriculture. Such permits are not restricted to employment by any one employer and are valid for an indefinite period, except in agriculture. Special agricultural permits expire 6 months after date of issue.

Age certificates may be retained by employer during period of employment as evidence of age.

A pin-setter's permit is issued by the superintendent of schools or the supervising principal to a male minor between 16 and 18 years of age, who is attending school and is valid only for a period of three months.

PROHIBITED OCCUPATIONS

Work performed by pupils in public or private schools under the supervision and instruction of officers or teachers of the schools is entirely exempted from the following list.

No minor under sixteen years of age shall be employed, permitted or suffered to work in, about, or in connection with power-driven machinery.

No minor under eighteen years of age shall be employed, permitted or suffered to work in, about, or in connection with the following:

The manufacture or packing of paints, colors, white lead, or red lead;
The handling of dangerous or poisonous acids or dyes;
Injurious quantities of toxic or noxious dust, gases, vapors or fumes;
Work involving exposure to benzol or any benzol compound which is volatile, or which can penetrate the skin;
The manufacture, transportation or use of explosives or highly inflammable substances;
Oiling, wiping, or cleaning machinery in motion or assisting therein; operation or helping in the operation of power-driven woodworking machinery; provided that apprentices operating under conditions of bona-fide apprenticeship may operate such machines under competent instruction and supervision;
Grinding, abrasive, polishing or buffing machines, provided that apprentices operating under conditions of bona-fide apprenticeship may grind their own tools;
Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch;
Cutting machines having a guillotine action;
Corrugating, crimping or embossing machines;
Paper lace machines;
Dough brakes or mixing machines in bakeries or cracker machinery;
Calender rolls or mixing rolls in rubber manufacturing;
Centrifugal extractors or mangles in laundries or dry cleaning establishments;
Ore reduction works, smelters, hot rolling mills, furnaces, foundries, forging shops, or any other place in which the heating, melting, or heat treatment of metals is carried on;
Mines or quarries;
Steam boilers carrying a pressure in excess of fifteen pounds;
Construction work of any kind;
Fabrication or assembly of ships;
Operation or repair of elevators or other hoisting apparatus;
Any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled or sold for consumption on the premises; pool and billiard rooms.

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ERSEY DEPARTMENT OF LABOR & INDUSTRY

PERCY A. MILLER, JR., COMMISSIONER

ABSTRACT



AINING TO THE EMPLOYMENT OF MALE AND FEMALE MINORS UNDER 18 YEARS OF AGE.

LAWS OF 1940

EMBER 1, 1940

CHAPTER 139, LAWS OF 1941

EFFECTIVE MAY 16, 1941

4. SPECIAL PERMIT.	5. HOURS OF WORK.	6. NIGHT WORK PROHIBITED.	7. Posting of Abstract—Hours of Labor Schedule—List of Prohibited Occupations, Keeping Work Time Record in Place of Employment.	8. PROHIBITED OCCUPATIONS.	9. LUNCH PERIOD.
Does not apply.	16 to 18; must not exceed 8 hours per day, 40 hours per week, or 6 days in any one week.	16 to 18—after 10 P. M.; before 6 A. M. 7 A. M. for females.	Required	As listed below	UNDER 18—30 minutes after 5 consecutive hours. OVER 18—30 minutes after 6 consecutive hours. (*) See below.
Not required.	14 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	14 to 16—after 6 P. M. before 7 A. M. 16 to 18—after 10 P. M.; before 6 A. M. (except during regular school vacation, male minors after 11 P. M.)	Required	As listed below NOTE: The Alcoholic Beverage Control Law prohibits the employment of persons under twenty-one years of age on licensed premises except pursuant to special permit and then only under express condition that such persons do not serve, sell, solicit the sale of, mix, process or prepare alcoholic beverages in any manner whatsoever. Alcoholic beverage prohibition does not apply.	UNDER 18—30 minutes after 5 consecutive hours.
If minor attends school, a pin-setter permit is required. Valid for 3 months.	16 to 18—must not exceed 8 hours per day, 40 hours per week and 6 days in any one week.	16 to 18—after 11:30 P. M.; before 6 A. M.	Required		UNDER 18—30 minutes after 5 consecutive hours.
Not required.	14 to 16—not more than 40 hours per week or 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week or 6 days in any one week.	14 to 16—after 6 P. M.; before 7 A. M. 16 to 18—after 10 P. M.; before 6 A. M. (except during regular school vacation season, male minors after 11 P. M.)	Required	As listed below	UNDER 18—30 minutes after 5 consecutive hours.
Required for minors under 16. Valid for 6 months.	Must not exceed 10 hours per day nor more than 6 days in any one week.	No restrictions.	Not required	As listed below	UNDER 18—30 minutes after 5 consecutive hours.
Not required.	No restrictions, except under 16; combined hours of work and in school not to exceed 8 hours per day.	No restrictions.	Not required	As listed below	UNDER 18—30 minutes after 5 consecutive hours.
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Not required.	No restrictions.	No restrictions.	Posting of Abstract and List of prohibited occupations required.	As listed below	UNDER 18—30 minutes after 5 consecutive hours.
Required for minors under 16.	14 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	14 to 16—after 6 P. M. before 7 A. M. 16 to 18—after 10 P. M.; before 6 A. M. (except during regular school vacation, after 11 P. M.)	Required for minors when employed by an employer.	As listed below	UNDER 18—30 minutes after 5 consecutive hours.
Required for minors under 16.	Boys 12 to 16—not more than 40 hours per week nor more than 6 days in any one week; combined hours of work and in school not to exceed 8 hours per day. Boys 16 to 18—must not exceed 8 hours per day, 40 hours per week nor more than 6 days in any one week.	12 to 14—after 6 P. M.; before 7 A. M. 14 to 16—after 6 P. M.; before 5:30 A. M. 16 to 18—after 10 P. M.; before 6 A. M. (except during regular school vacation, after 11 P. M.)	Required by minors when employed by an employer.	As listed below	UNDER 18—30 minutes after 5 consecutive hours.

PROHIBITED OCCUPATIONS

Work performed by pupils in public or private schools under the supervision and instruction of officers or teachers of the schools is entirely exempted from the following list. No minor under sixteen years of age shall be employed, permitted or suffered to work about, or in connection with power-driven machinery. No minor under eighteen years of age shall be employed, permitted or suffered to work about, or in connection with the following:

- The manufacture or packing of paints, colors, white lead, or red lead;
- The handling of dangerous or poisonous acids or dyes;
- Injurious quantities of toxic or noxious dust, gases, vapors or fumes;
- Work involving exposure to benzol or any benzol compound which is volatile, or which can penetrate the skin;
- The manufacture, transportation or use of explosives or highly inflammable substances;
- Oiling, wiping, or cleaning machinery in motion or assisting therein; operation or helping in the operation of power-driven woodworking machinery; provided that apprentices operating under conditions of bona-fide apprenticeship may operate such machines under competent instruction and supervision;
- Grinding, abrasive, polishing or buffing machines, provided that apprentices operating under conditions of bona-fide apprenticeship may grind their own tools;
- Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds one-fourth inch;
- Cutting machines having a guillotine action;
- Corrugating, crimping or embossing machines;
- Paper lace machines;
- Dough brakes or mixing machines in bakeries or cracker machinery;
- Calender rolls or mixing rolls in rubber manufacturing;
- Centrifugal extractors or mangles in laundries or dry cleaning establishments;
- Ore reduction works, smelters, hot rolling mills, furnaces, foundries, forging shops, or any other place in which the heating, melting, or heat treatment of metals is carried on;
- Mines or quarries;
- Steam boilers carrying a pressure in excess of fifteen pounds;
- Construction work of any kind;
- Fabrication or assembly of ships;
- Operation or repair of elevators or other hoisting apparatus;
- Any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled or sold for consumption on the premises; pool and billiard rooms.

RECORDS

- Schedule of hours of labor to be on a form loaned by the Department of Labor, to the employer, said form to be filled out and posted in a conspicuous place.
- Record of work time to be kept on a form approved by the Department of Labor and shall state for the employment of every minor under 19 years of age:
 - Name.
 - Address.
 - Date of birth.
 - Hours of beginning and ending daily work, hours of beginning and ending meal periods, the number of hours worked each day.
 - Wages paid.
 - Any other information required by regulation of the Department of Labor.
- Regular and vacation employment certificates must be kept on file at place of employment and be returned to issuing officer at termination of employment.
- Special agricultural permit must be kept on file by farmer and returned to minor at termination of employment.

(*) Revised Statutes 34:6-63; refers to meal-times for employees in various establishments.

DIVISION OF LABOR
BUREAU OF ENGINEERING AND SAFETY
WOMEN AND CHILDREN SECTION