

Child Labor Laws

Summary

Both the [Federal Fair Labor Standards Act](#) (FLSA) & the [Colorado Youth Employment Opportunity Act](#) (CRS 8-12-101, et seq.) contain provisions specifically relating to child labor. The following is a summary of the relevant sections of these statutes.

This summary was prepared by the Human Resource Services Director's Office. Please refer any questions regarding the employment of minors, not addressed in this summary to the that Office at 491-5793.

Minimum Age Requirements

Generally, no person under the age of **fourteen** is permitted employment at the University.

Employment Standards for 14- and 15-Year Olds

Employment of 14- and 15-year old minors is permitted in any assignment, except those that follow. In addition, work hour limits apply, as noted below.

14- and 15-year-old minors **may not** be employed in:

1. Any **manufacturing** occupation
2. Any **mining** occupation
3. **Processing** occupations such as filleting of fish, dressing poultry, etc.
4. Occupations requiring the performance of any duties in Workrooms or Workplaces where **goods are manufactured, mined, or otherwise processed**.
5. **Public messenger service**
6. **Operation or tending of hoisting apparatus** or of **any power-driven machinery**
7. Any occupations found and declared to be **hazardous** (see below)
8. Occupations in connection with:
 - a. **Transportation** of persons or property by rail, highway, air, on water, pipeline, or other means
 - b. **Warehousing** and **storage**
 - c. **Communications** and **public utilities**
 - d. **Construction** (including repair)
9. Any of the following occupations in a **retail, food service, or gasoline service** establishment:
 - a. Work performed in or about **boiler** or **engine rooms**



- b. Work in connection with **maintenance** or **repair** of the establishment **machines** or **equipment**
- c. **Outside window washing** that involves working from windowsills, and all work requiring the use of **ladders**, **scaffolds**, or their substitutes.
- d. **Cooking** (except at soda fountains, lunch counters, snack bars, or cafeteria serving counters) and **baking**
- e. Occupations which involving **operating, setting up, adjusting, cleaning, oiling, or repairing**, power-driven **food slicers** and **grinders, food choppers** and **cutters**, and **bakery-type mixers**
- f. Work in **freezers** and **meat coolers** and all work in **preparation of meats** for sale (except wrapping, sealing, labeling, weighing, pricing, and stocking when performed in other areas)
- g. **Loading** and **unloading goods** to and from trucks, railroad cars, or conveyors
- h. All occupation in **warehouses**, except office and clerical work

Hour and Time Standards

14- and 15-year-old minors **may not** be employed:

1. During School hours, except as provided for in Work Experience and Career Exploration Programs.
2. Before 7 a.m. or after 7 p.m., except 9 p.m. from June 1 through Labor Day
3. More than 3 hours a day on school days
4. More than 18 hours a week in school weeks
5. More than 8 hours a day on non-school days
6. More than 40 hours a week in non-school weeks

Employment Standards for 16- and 17-Year-Olds

Employment of 16 and 17-year old minors is permitted in any assignment, except those listed as "Hazardous Occupations" below. In addition, 16 and 17-year olds are prohibited from working more than 8 HOURS A DAY and 40 HOURS A WEEK.

Hazardous Occupations

The FLSA provides a minimum age of 18 years for the following 17 hazardous occupations:

1. Manufacturing and storing **explosives**
2. **Motor-vehicle driving**
3. **Coal mining**
4. **Logging** and **sawmilling**
5. Power-driven **woodworking machines**



6. Exposure to **radioactive substances**
7. Power-driven **hoisting apparatus**
8. Power-driven **metal-forming, punching, and shearing machines**
9. **Mining**, other than coal mining
10. **Slaughtering, or meat-packing, processing, or rendering**
11. Power-driven **bakery machines**
12. Power-driven **paper-products machines** (i.e., power-driven machines used in the remanufacture or conversion of paper or pulp into a finished product)
13. **Manufacturing brick, tile, and kindred products**
14. Power-driven **circular saws, band saws, and guillotine shears**
15. **Wrecking, demolition, and ship-breaking operations**
16. **Roofing operations**
17. **Excavation operations**

Proof of Age

Hiring personnel are encouraged to request verification of age when employing minors. Certificates are available from the local schools, but driver's license or other formal documentation may be acceptable.

Violations

Both the FLSA and Colorado law provide for possible civil and criminal penalties, including **fines** and **jail** time, for willful violation of any of these provisions.

