

## Appendix A

### Summary of Minimum Age Requirements of the Fair Labor Standards Act of 1938

Minimum age standards for employment in nonagricultural occupations:

- Eighteen-year-olds may be employed in any occupation, whether declared hazardous or not, for unlimited hours.
- Sixteen-year-olds may be employed in any occupation, other than a nonagricultural occupation declared hazardous by the Secretary of Labor for unlimited hours.
- Employment of 14- and 15-year-old minors is limited to certain occupations under conditions that do not interfere with their schooling, health, or well-being.

Minimum age standards for employment in agricultural occupations:

- Sixteen-year-olds may perform any job, whether declared hazardous or not, for unlimited hours.

- Fourteen- and 15-year-olds may be employed outside of school hours in any agricultural occupation not declared hazardous by the Secretary of Labor.
- Twelve- and 13-year-olds may be employed with written parental consent on farms where the minor's parent or person standing in place of the parent is also employed.
- Minors under age 12 may be employed with written parental consent on farms where employees are exempt from Federal minimum wage requirements.
- Children of farm owners or operators may be employed by their parents at any time and in any occupation on a farm owned or operated by their parents.

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Source: (18).