

Hiring Teens for the Summer?

This is the time of year we always get calls asking us “what are the rules for hiring teens in the construction industry”. Here is the answer directly from the U.S. Department of Labor - Wage and Hour Division.

CONSTRUCTION EMPLOYER'S QUICK GUIDE TO TEEN WORKER RULES

Minors under 16 years of age may only perform office or sales work in the construction industry. They may not be employed on a construction site. The federal rules also limit the number of hours and times of day that such youth may be employed.

Minors age 16 and 17 may work in the construction industry and on construction sites, but there are several tasks or jobs that are deemed to be too hazardous for them to perform, such as:

- Working in occupations involving the mixing, handling or transporting of explosive compounds;
- Driving a motor vehicle or working as an outside helper (17 year olds may drive automobiles and trucks on an incidental and occasional basis if certain criteria are met);
- Riding on most construction elevators and operating or assisting in the operation of cranes, hoists, forklifts, Bobcat loaders, front-end loaders, backhoes, and skid steer loaders;
- Loading, operating, and unloading most trash compactors and balers;
- Operating power-driven woodworking machines and metal forming, punching, and shearing machines—including portable machines;
- Operating power-driven circular saws, band saws, chain saws, reciprocating saws, guillotine shears, wood chippers, and abrasive cutting discs—including portable machines;
- Working in wrecking, demolition, and shipbreaking;
- Working in roofing and on or about a roof;
- Working in excavation.

Note: This is not the complete list of hazardous occupations and there are some exceptions provided for 16- and 17- year olds who are apprentices and bona-fide student-learners.

Minors age 18 and older may perform any work in construction.

State laws may have stricter rules regarding the employment of youth.

This information is provided as a public service. Please visit the U.S. Department of Labor on the Internet at **www.youthrules.dol.gov** or contact them at their Toll-Free Help Line **1-866-4US-WAGE (TTY: 1-877-889-5627)** for more detailed information.

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