



# Virginia Child Labor Laws

Protecting Young Student Workers in the  
Commonwealth

# Department Services

- Provides services to citizens, employers and employees to produce safe, healthy and productive working environments
- Central headquarters in Richmond
- Regional offices located in Norfolk and Richmond

# The Child Labor Laws

- Code of Virginia
  - § 40.1-78 to § 40.1-116
- Virginia Administrative Code
  - 16 VAC 15-30-10 to 16 VAC 15-50-50

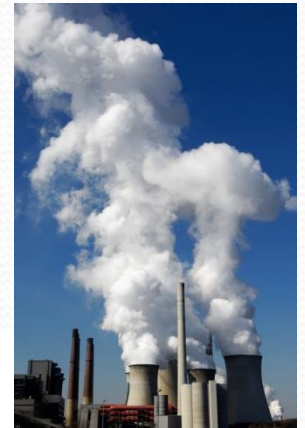


# Hazardous Occupations

Prohibited to All Minors Under 18

*Code of Virginia § 40.1-100 A*

- Manufacturing or storing explosives
- Logging and Sawmilling
- Power-Driven Woodworking Machines
- Exposure to Radioactive Substances or Ionizing Radiation
- Power-Driven Hoisting Apparatus
- Power-Driven Metal Forming Machines



# Hazardous Occupations

Prohibited to All Minors Under 18

*Code of Virginia § 40.1-100 A*

- Mining
- Slaughtering, Meat-Packing
- Power-Driven Bakery Machines
- Power-Driven Paper Product Machines
- Manufacturing Brick, Tile, or Kindred Products
- Power-Driven Saws
- Wrecking, Demolition, Shipbreaking



# Hazardous Occupations

Prohibited to All Minors Under 18

*Code of Virginia § 40.1-100 A*

- Roofing
- Excavation
- Fire Fighting
- Serving Alcoholic Beverages
- Manufacturing Paints, Colors, or White Lead
- Preparing or Using Dangerous, Poisonous Chemicals



# Driving at Work

*Code of Virginia § 40.1-100 A*



- Driving is prohibited for minors 16 and younger
- There are strict limits on when a 17-year-old may drive

# Restricted Duties for Minors Under 16

*Code of Virginia § 40.1-100 B*



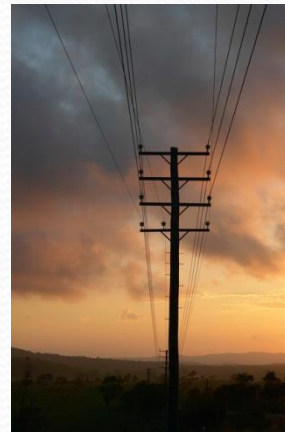
- Mechanical Establishments
- Commercial Canneries
- Automatic Passenger or Freight Elevators
- Dance Studio: Dance Club
- Providing Care for Patients
- Laboratory Helper, Therapist, Orderly, or Nurse's Aide
- Veterinary Hospital
- Undertaking or Funeral Home
- Curb Service at a Restaurant
- Hotel or Motel Room Service



# Restricted Duties for Minors Under 16

*Code of Virginia § 40.1-100 B*

- Brick, Coal, or Lumber Yards
- Ice Plants
- Ushers in Theaters
- Scaffolding Work or Construction
- Outdoor Theaters, Carnivals, Fairs Floor Shows, Pool Halls, Clubs, or Roadhouses
- Lifeguarding at the Beach
- Soliciting
- Manufacturing
- Transportation
- Warehousing and Storage



# Restricted Duties for Minors Under 16

*Code of Virginia § 40.1-100 B*

- Boiler or Engine Rooms
- Maintenance or Repair
- Outside Window Washing with Ladders, Scaffolds, or a Substitute
- Cooking and Baking
- In Freezer and Meat Coolers
- Loading and Unloading Goods
- Pits, Racks, or Lifting Apparatus
- Inflating Tires Mounted on Rim with a Removable Retaining Ring
- Power-Driven Mowers and Cutters



# Student Learner Exemptions

- The following have a student learner exemption:
  - Minors 16- or 17-years-old:
    - Power-driven woodworking machines
    - Power-driven metal forming machines
    - Slaughtering and meat packing
    - Power-driven bakery machines
    - Power-driven paper products machines
    - Power-driven saws
    - Roofing
  - Minors 14- or 15-years-old:
    - The Restricted Occupations listed in *Code of Virginia § 40.1-100 B*

# Work-Training Agreement

*Code of Virginia § § 40.1-88 and 89*

- Managed by the Coordinator of Schools
- Certifies the student learner is enrolled in a course of study and training in a Career and Technical Education program
- 16- or 17-year-olds may be employed in an exempt Hazardous Occupation
- 14- or 15-year-olds may be employed in a Restricted Occupation



# Work-Training Agreement

*Code of Virginia § § 40.1-88 and 89*



- States the work declared hazardous will be incidental to the training
- Hazardous work will be intermittent and for short periods of time under direct, close supervision
- Safety instruction shall be given by the school and linked to on-the-job training
- Contains a schedule of organized and progressive work processes

# Hour Restrictions

*Code of Virginia §§40.1-80.1, 88, 115, and 116*



- Work-Training Agreements permit a student learner to work during school hours
- All other hours of work restrictions still apply

# Hour Restrictions

All Minors

*Code of Virginia § 40.1-116*



- Employers may not require a minor to work in violation of a local curfew ordinance

# Hour Restrictions

## Minors Under 16-Years-Old

*Code of Virginia §40.1-80.1 and 16VAC15-40-30*

1. During school hours;
2. More than 40 hours in any one week when school is not in session;
3. More than 18 hours in any one week when school is in session;
4. More than eight hours in any one day when school is not in session;
5. More than three hours in any one day when school is in session; or
6. Before 7 a.m. or after 7 p.m., except that from June 1 through Labor Day, such a minor may work until 9 p.m.



# Hour Restrictions


Minors Under 16-Years-Old  
*Code of Virginia §40.1-80.1*

- Employers are required to give a 30 Minute Break after the minor works 5 Consecutive Hours



# Questions





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