



in our own backyard

THE HIDDEN PROBLEM OF
CHILD FARMWORKERS IN AMERICA

<http://www.ourownbackyard.org>

Part II: How Can This Happen?

U.S. Child Labor Law

Comparison between standards governing agricultural and non-agricultural employment.

Source: The Child Labor Education Project,

http://www.continuetolearn.uiowa.edu/laborctr/child_labor/about/us_laws.html



	Non-Agricultural Employment	Agricultural Employment
Minimum Age for “Non-Hazardous” Employment	16 years old *Exceptions include: newspaper delivery, performing in radio, television, movie, or theatrical productions, and work for parents in family business (except manufacturing or hazardous jobs)	10 and 11-years-old, with parental consent, on farms not covered by minimum wage requirements 12 and 13-years-old, with parental consent 14 and 15-years-old, no restrictions on non-hazardous work
Minimum Age for Hazardous Employment	18 years old	16 years old
Maximum Hours of Employment for youth under 16-years-old	No work during school hours. Additionally: On school days: 3 hours/day, 18 hours/week maximum When school is out of session: 8 hours/day, 40 hours/week Labor Day to May 31: work must occur between 7 am-7 pm June 1-Labor Day: all work must occur between 7 am-9 pm	No work during school hours.
Federal Minimum Wage and Overtime	Federal Minimum is \$5.15 per hour Youth Minimum is \$4.25 per hour for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer Overtime (1 1/2 regular pay) must be paid after 40 hours/week	Many agricultural employers are exempt from federal minimum wage requirements For agricultural employers who are <i>not</i> exempt from minimum wage laws, the same federal and youth minimum discussed in the non-agricultural section would apply. Agricultural employees are exempt from overtime requirements under federal law