

Hamilton Community Schools Work Based Learning

State and Federal Youth Labor Law Summary

Hazardous Occupations

When both federal and state laws apply the more stringent standard must be observed.

State of Michigan

- WORKPLACE RESTRICTIONS MINORS EMPLOYED IN WORKPLACES INVOLVING ALCOHOL Minors 14 to 17 years old may be employed in a business where alcoholic beverages are sold or consumed if the sale of food or other goods is at least 50% of the total gross receipts. Minors 14 and 15 years old cannot work in the part of a business where alcohol is consumed. Minors under the age of 18 cannot sell, serve, or supply alcoholic beverages.
- HAZARD WORKPLACE RESTRICTIONS Minors covered by the act may not work in any occupation determined to be hazardous. This includes, but is not limited to: Contact with hazardous substances, chemicals, explosives, or radioactive substances.
- Driving and working as an outside helper (pizza delivery, etc.).
- Jobs in the logging and sawmill industry.
- Jobs using woodworking machinery.
- Work on construction sites, excavation sites, bridges, streets or highways.
- Slaughtering, butchering, cutting meat or using meat slicers, cleavers, or boning knives.
- Occupations involving power driven equipment, tools, saws, or machinery (bakery machines, paper product machines, and metalforming, punching, and shearing machines).

Federal

Eighteen is the minimum age for employment in non-agricultural [occupations declared hazardous](#) by the Secretary of Labor. The rules prohibiting working in hazardous occupations (HO) apply either on an industry basis, or on an occupational basis no matter what industry the job is in. **Parents employing their own children are subject to these same rules.** General exemptions apply to all of these occupations, while limited apprentice/student-learner [exemptions](#) apply to those occupations marked with an *.

These rules prohibit work in, or with the following:

- HO 1. Manufacturing and storing of explosives.
- HO 2. Driving a motor vehicle and being an outside helper on a motor vehicle.
- HO 3. Coal mining.
- HO 4. Forest fire fighting and fire prevention, timber tract management, forestry services, logging, and saw mill occupations.
- HO 5.*Power-driven woodworking machines.
- HO 6. Exposure to radioactive substances.
- HO 7. Power-driven hoisting apparatus.
- HO 8.*Power-driven metal-forming, punching, and shearing machines.
- HO 9. Mining, other than coal mining.
- HO 10. Meat and poultry packing or processing (including the use of power-driven meat slicing machines).
- HO 11. Power-driven bakery machines.
- HO 12.*Balers, compactors, and paper-products machines.

- HO 13. Manufacturing brick, tile, and related products.
- HO 14.*Power-driven circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers, and abrasive cutting discs.
- HO 15. Wrecking, demolition, and shipbreaking operations.
- HO 16.*Roofing operations and all work on or about a roof.
- HO 17.*Excavation operations.

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State and Federal Youth Labor Law Summary including Co-Op

Note: Hamilton Community Schools requires that a student be 16 years old or older to be considered for Co-Op placements

	Most Stringent of State and Federal Youth Labor Laws		Does Hamilton Community Schools allow this for co-op or HCS employment placements?	
	14-15 year olds	15-16 year olds	Student is 16-17	Student is 18 Years Old or older?
Amusement Park/Recreational Establishment – No Assembly or Disassembly. No Operation of Rides for Age 14/15. Age 16/17 may tend (Take Tickets, Board and Disembark Passengers) or operate if in compliance with Carnival Amusement Safety Act	Prohibited	Restricted	Restricted	Yes
Bloodborne Pathogens Exposure – 16 and 17 year old minors may work in occupations that are likely to have exposure to bloodborne pathogens, provided the employer is in full compliance with MIOSHA standard 554	Prohibited	Restricted	Restricted	Yes
Boats and Other Watercraft	Prohibited	Prohibited	No	Yes
Conveyors (Belt), Work on or Near	Prohibited	Restricted	Restricted	Yes
Firearms (Loaded), Any Gauge or Caliber including Air Powered	Prohibited	Prohibited	No	No

Garbage Cart – Easy Tipper	Prohibited	Prohibited	No	Yes
Gator Type Utility Vehicles (Not on a Public Road)	Prohibited	Permitted	Yes	Yes
Go-Cart Spotters	Prohibited	Permitted	Yes	Yes
Golf Carts (Not on a Public Road)	Prohibited	Permitted	Yes	Yes
Hot Grease or Oil (Exceeding 100 degrees Fahrenheit)	Prohibited	Prohibited	No	Yes
Kansmacker, Unjamming, Servicing, or Repairing	Prohibited	Prohibited	No	Yes
Knives: Chef, Boning, Butcher, Meat Cleaver, Filet, Skinning, and Machete	Prohibited	Prohibited	No	Yes
Laminators, Used to Form a Multiple-Ply Product	Prohibited	Prohibited	No	Yes
Lawn Care Equipment (Power-Driven) – Mowers, Edgers, Weed Eaters, Hedger Clippers, Tillers, Wheelbarrows, Thatchers, and Aerators	Prohibited	Permitted	Yes	Yes
Lifeguard (Certified) Swimming Pools and Water Amusement Parks	Permitted (15 only)	Permitted	Yes	Yes
Lifeguard (Certified) Natural Bodies of Waters, Such as Lakes and Rivers	Prohibited	Permitted	Yes	Yes
Pharmacies and Prescription Drug Delivery	Prohibited	Prohibited	No	Yes
Power Drills (Over 3/8" Chuck)	Prohibited	Prohibited	No	Yes
Power Washers	Prohibited	Prohibited	No	yes
Propane (LP) Gas, Dispensing	Prohibited	Prohibited	No	Yes
Sewing Machines Used in a Manufacturing Process	Prohibited	Permitted	Yes	Yes
Snow Blower	Prohibited	Permitted	Yes	Yes
Tire Changer	Prohibited	Prohibited	No	Yes

Youth Peddling, Door-to-Door and Street Sales for Profit Making Companies including Mobile Sales Crews	Prohibited	Permitted	Yes	Yes
Alcoholic Beverages: Employed in Establishments Where Alcohol Sales are 50% or More of Total Sales	Prohibited	Prohibited	No	Yes (Hours furnishing alcohol must not count for co-op hours)
Alcoholic Beverages: Employed Where Alcohol is Consumed in Establishments Where Alcohol Sales are Less than 50% of Total Sales	Prohibited	Permitted	Yes	Yes
Alcoholic Beverages: Minors Selling, Serving, or Furnishing Alcoholic Beverages Clarification: <ul style="list-style-type: none"> At age 17, may serve alcohol (after completion of a server training program and under adult supervision) as long as serving with food or other goods that make up at least 50% of total sales. At age 17, sale of alcohol for off-site consumption is prohibited. 	Prohibited	Restricted	Restricted	Yes (Hours furnishing alcohol must not count for co-op hours)
Clay Construction Products / Silica Refractory Products	Prohibited	Prohibited	No	Yes
Child Commercial Abusive Activities	Prohibited	Prohibited	No	No
Confined Spaces	Prohibited	Permitted	Yes	Yes
Construction Operations: Involving Additions, Improvements, Excavation, Highway, Bridge, or Street Construction, Roofing, Wrecking, Demolition, and Ship Breaking Operations	Prohibited	Prohibited	No	Yes
Construction Operations: Involving Cleanup (Not in Above Operations)	Prohibited	Permitted	Yes	Yes
Construction Operations: Non-Hazardous Construction Work for	Exempt	Exempt	With permission	Yes

Charitable Housing Organization			from administration	
Explosives	Prohibited	Prohibited	No	Yes
Extinguishment of Fires	Prohibited	Prohibited	No	Yes
Hazardous Substances	Prohibited	Prohibited	No	Yes
Hoisting Apparatus: Operation of	Prohibited	Prohibited	No	Yes
Hoisting Apparatus: Riding on	Prohibited	Prohibited	No	Yes
Hoisting Apparatus: Assisting in the Operation of	Prohibited	Prohibited	No	Yes
Hoisting Apparatus: Working Under	Prohibited	Permitted	Yes	Yes
Ladders and Scaffolding	Prohibited	Permitted	Yes	Yes
Logging and Sawmills	Prohibited	Prohibited	No	Yes
Mines and Quarries	Prohibited	Prohibited	No	Yes
Motor Vehicles	Prohibited	Prohibited	No	Yes
Motor Vehicles: Outside Helpers	Prohibited	Prohibited	No	Yes
Ore Reduction, Casting Metals	Prohibited	Permitted	Yes	Yes
Power Driven: Bakery Machines	Prohibited	Prohibited	No	Yes
Power Driven: Meat Processing Machines	Prohibited	Prohibited	No	Yes
Power Driven: Paper Product Machines	Prohibited	Prohibited	No	Yes
Power Driven: Metal Forming Machines	Prohibited	Prohibited	No	Yes
Power Driven: Saws	Prohibited	Prohibited	No	Yes
Power Driven: Woodworking Machines	Prohibited	Prohibited	No	Yes
Power Driven: Tractors (Agricultural)	Prohibited	Permitted	Yes	Yes

Power Driven: Tractors (Non-Agricultural)	Prohibited	Restricted	Restricted	Yes
Power Driven: Lawn Mowers and Cutters	Prohibited	Permitted	Yes	Yes
Power Driven: Earth Moving Equipment and Trenchers	Prohibited	Prohibited	No	Yes
Radioactive Substances including Self-Luminous Compounds	Prohibited	Prohibited	No	Yes
Respiratory Equipment	Prohibited	Prohibited	No	Yes
Slaughtering, Meat Packing, and Rendering	Prohibited	Prohibited	No	Yes
Tanning (Animal Hides)	Prohibited	Prohibited	No	Yes
Welding	Prohibited	Permitted	Yes	Yes
Heat Treating, Brazing, and Soldering Prohibited Permitted	Prohibited	Permitted	Yes	Yes
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