

Part 2 Occupations of Minors

34-23-201 Employment of minors in hazardous occupations prohibited -- Exceptions.

A minor may not be employed or permitted to work in any hazardous occupation except as authorized by the division in writing when the minor is under careful supervision in connection with or following completion of an apprentice program, vocational training, or rehabilitation program as approved by the division.

Amended by Chapter 240, 1996 General Session

34-23-202 Employment of minors under 16 during school hours -- Hours of work limited.

- (1) A minor under 16 years old may not be employed or permitted to work during school hours except as authorized by the proper school authorities.
- (2) Except as provided in the exemptions described in 29 U.S.C. Sec. 213 and the exceptions described in 29 C.F.R. Sec. 570.35:
 - (a) a minor under 16 years old may not be permitted to work:
 - (i) more than three hours in one school day;
 - (ii) more than 18 hours in one school week;
 - (iii) more than eight hours in one calendar day;
 - (iv) more than 40 hours in one calendar week; or
 - (v) except as provided in Subsection (2)(b), before 7:00 a.m. or after 7:00 p.m.
 - (b) beginning on June 1 and ending on Labor Day, a minor under 16 years old may work until, but not after, 9:00 p.m.

Amended by Chapter 221, 2024 General Session

34-23-203 Permitted occupations for minors 16 or older.

Minors 16 years of age or older may work:

- (1) in all occupations not declared hazardous; and
- (2) in occupations which involve the use of motor vehicles if the minor is licensed to operate the motor vehicle for employment purposes under state law.

Renumbered and Amended by Chapter 8, 1990 General Session

34-23-204 Permitted occupations for minors 14 or older.

- (1) Minors 14 years old or older may work in a wide variety of nonhazardous occupations including:
 - (a) retail food services;
 - (b) automobile service stations, except for the operation of motor vehicles and the use of hoists;
 - (c) janitorial and custodial service;
 - (d) lawn care;
 - (e) the use of approved types of vacuum cleaners, floor polishers, lawn mowers, and sidewalk snow removal equipment; and
 - (f) other similar work as approved by the division.
- (2) Minors 14 years old or older may also work in nonhazardous areas in manufacturing, warehousing and storage, construction, and other such areas not determined harmful by the division.

Amended by Chapter 221, 2024 General Session

34-23-205 Permitted occupations for minors 12 or older.

Minors 12 years old or older may work in occupations such as:

- (1) delivery of newspapers to consumers;
- (2) baby-sitting;
- (3) agricultural occupations that are not hazardous agricultural occupations; and
- (4) any other occupation not determined harmful by the division.

Amended by Chapter 221, 2024 General Session

34-23-206 Permitted occupations for minors 10 or older.

Minors 10 years old or older may work in occupations such as:

- (1) delivery of newspapers to consumers;
- (2) caddying; and
- (3) any occupation not determined harmful by the division.

Amended by Chapter 221, 2024 General Session

34-23-207 Permitted occupations with no specific age limitations or restrictions.

With consent of the minor's parent, guardian, or custodian, no specific age limitations or restrictions are imposed and the restrictions described in Section 34-23-202 do not apply for:

- (1) home chores and other work done for parent or guardian;
- (2) any casual work not determined harmful by the division;
- (3) an agricultural occupation that is not a hazardous agricultural occupation;
- (4) acting or performing in:
 - (a) a motion picture;
 - (b) a theatrical production;
 - (c) a performing arts production;
 - (d) a radio broadcast; or
 - (e) a television production; or
- (5) work for which a specific, written authorization has been made by the division.

Amended by Chapter 221, 2024 General Session

34-23-208 Exceptions.

The provisions of this chapter do not apply to a person who is 16 years of age or older and for whom employment would not endanger the person's health and safety if that person:

- (1) has received a high school diploma;
- (2) has received a school release certificate;
- (3) is legally married; or
- (4) is head of a household.

Amended by Chapter 297, 2011 General Session

34-23-209 Age certificates issued by schools -- Responsibility of employers.

- (1) All public and private schools and school districts within the state shall cooperate with employers or prospective employers by issuing age certificates or lists of students or recent students showing their dates of birth according to school records.
- (2) Such age certificates do not relieve employers of full responsibility for complying with all laws and rules pertaining to the employment of minors.

Renumbered and Amended by Chapter 8, 1990 General Session