

## **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 the age of 16 may not be employed or permitted to work during school hours except as authorized by the proper school authorities.
- (2) A minor under the age of 16 may not be permitted to work:
  - (a) before or after school in excess of four hours a day;
  - (b) before 5:00 a.m. or after 9:30 p.m., unless the next day is not a school day;
  - (c) in excess of eight hours in any 24-hour period; or
  - (d) more than 40 hours in any week.

Renumbered and Amended by Chapter 8, 1990 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 of age 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) public messenger service;
  - (d) janitorial and custodial service;
  - (e) lawn care;
  - (f) the use of approved types of vacuum cleaners, floor polishers, power lawn mowers, and sidewalk snow removal equipment; and
  - (g) other similar work as approved by the division.
- (2) Minors 14 years of age 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 240, 1996 General Session

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

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

- (1) the sale and delivery of periodicals;
- (2) door-to-door sale and delivery of merchandise;
- (3) baby-sitting;
- (4) nonhazardous agricultural work; and
- (5) any other occupation not determined harmful by the division.

Amended by Chapter 240, 1996 General Session

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

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

- (1) delivery of handbills, newspapers, advertising, and advertising samples;
- (2) shoe-shining;
- (3) gardening and lawn care involving no power-driven lawn or snow removal equipment;
- (4) caddying; and
- (5) any occupation not determined harmful by the division.

Amended by Chapter 240, 1996 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 for:

- (1) home chores and other work done for parent or guardian;
- (2) any casual work not determined harmful by the division;
- (3) agricultural work including the operation of power-driven farm machinery in the production of agricultural products; or
- (4) work for which a specific, written authorization has been made by the division.

Amended by Chapter 240, 1996 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