

Ag Help Wanted Update

What are the U.S. Regulations for Child Labor in Agriculture?

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any farmers, ranchers, and other agricultural producers often hire youth to perform labor or services in return for wages or other remuneration. The federal child labor provisions, authorized by the Fair Labor Standards Act (FLSA) of 1938, also known as the child labor laws, were enacted to ensure that when young people work, the work is safe and does not jeopardize their health, well-being, nor educational opportunities. The FLSA establishes minimum ages for covered employment in agriculture, unless a specific exemption applies.

Learn more via the recently completed 4-page, 4-color Ag Help Wanted UPDATE: *What are the U.S. Regulations for Child Labor in Agriculture?*

Several Ag Help Wanted updates were recently posted to the website companion for *Ag Help Wanted: Guidelines for Managing Agricultural Labor* and are available for download at: <https://AgHelpWanted.org/updates>.

UPDATE

What are the U.S. Regulations for Child Labor in Agriculture?

Business owners and operators commonly employ human resources to provide labor to and services for their businesses. Many farmers, ranchers, and other agricultural producers often hire youth to perform labor or services in return for wages or other remuneration. "Remuneration" is anything of value given in exchange for labor or services, including food and lodging.

Child Labor Standards Act (FLSA)

The federal child labor provisions, authorized by the Fair Labor Standards Act (FLSA) of 1938, also known as the child labor laws, were enacted to ensure that when young people work, the work is safe and does not jeopardize their health, well-being, nor educational opportunities. Employees of farms are subject to FLSA child labor provisions if they are individually engaged in interstate commerce or in the production of goods for interstate commerce. For example, if they are involved in producing, manufacturing, storing, handling, transporting, or otherwise working with such goods.

In addition, if employment of a minor is covered under the FLSA, an employer has the annual gross volume of sales made in business done by the employer that runs the farm is not less than \$50,000. Such covered employees include workers employed directly by the farmer or by a contract contractor hired by the farmer, who cultivate the soil or grow or raise root crops, raise livestock, raise or breed animals, or perform other work which is incidental to the farming operations of that farm or employees of the farmer performing work which is incidental to the farming operations of that farm. For example, delivering produce to market by truck.

Minimum Age Standards for Agricultural Employment

The FLSA establishes minimum ages for covered employment in agriculture, unless a specific exemption applies. Youth of any age may work at any time in any job on a farm owned or operated by their parents.

- Youth ages 14 and above may work in any farm job at any time.
- Youth ages 16 and 17 may work outside school hours in jobs not declared hazardous by the Secretary of Labor.

Author: Elizabeth Fox
 Jeffrey E. Sargent, Colorado State University and
 author, *Ag Help Wanted: Guidelines for Managing*

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Ag Help Wanted Update: Youth opportunities to develop skills and earn money.

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