

Prohibited Occupations for Hoosier Teen Workers

As summer approaches, many Indiana teens will seek out work for the first time. For teens, and parents alike, this process can prove daunting, as many first time workers are not familiar with Indiana child labor laws and their associated restrictions. The U.S. Department of Labor has set specific guidelines regarding the types of jobs that minors (17 and younger) can perform. Among these guidelines is a list of occupations deemed prohibited occupations.

Prohibited occupations may not be performed by minors.

For teens 15 years old and younger, there are additional restrictions. These general guidelines can prove to be helpful in narrowing down job searches for teens and parents. An outline of prohibited occupations appears below.

For more information on the employment of minors or prohibited occupations, please visit the U.S. Department of Labor's website at www.osha.gov/SLTC/teenworkers/ or the Indiana Department of Labor's Bureau of Child Labor website at www.in.gov/dol/childlabor.htm.

Hazardous Occupations†	Explanation/Examples
Manufacturing and storing explosives	Working in a fireworks store. Exception: retail stores which happen to sell fireworks.
Driving a motor vehicle and being an outside helper on a motor vehicle	Driving on public roadways or working on the outside of a garbage truck.
Any type of mining (coal or otherwise)	Any occupation which involves extraction of coal or minerals from the earth.
Sawmilling and logging Operation of power-driven woodworking machines*	Sawing & processing trees or lumber; working with any powered wood working machine (fixed or portable).
Operation of power-driven metal-forming, punching and shearing machines*	Any work with power-driven machines which change the shape of or cut metal.
Operation of power-driven circular saws, band saws and guillotine shears*	SEE: Power-driven woodworking machines* <u>AND</u> Power-driven metal-forming, punching and shearing machines.*
Operation of power-driven hoisting apparatus	Operation of an elevator, crane or forklift.
Exposure to radioactive substances	Administering X-rays.
Operation of power-driven bakery machines	Operating, cleaning, prepping horizontal or vertical dough mixers and the operation of bread molding machines.
Operations involved in wrecking, demolition or shipbreaking	The deconstruction of a building, ship, etc. for disposal or scrap (including clean-up).
Operation of power-driven paper product machines*	Operation of cardboard or paper bailing machines.
Roofing operations/any work on a roof*	Laying shingles, roof top HVAC work, installing cable satellite dishes.
Excavation operations*	Any work in trenches or depths deeper than four (4) feet. Any work in tunnels or shafts.
Meat packing or processing	Operation of electric meat slicing, grinding or cutting machines. Example: Delicatessen.
Manufacturing of brick, tile or kindred products	Production of brick, sewer pipe or other clay building materials.

*These occupations have exemptions for students who are participating in certain apprentice or student learner programs.

†This is not an inclusive list of prohibited occupations. These examples should only aid in understanding the rules.

Additional Restrictions for Teens 15 Years and Younger

- Communications or public utilities jobs;
- Driving a motor vehicle or helping a driver;
- Manufacturing and mining occupations;
- Power-driven machinery or hoisting apparatus other than typical office machines;
- Construction or repair jobs;
- Public messenger jobs;
- Transporting of persons or property;
- Work in rooms where products are manufactured, mined or processed.
- Warehousing and storage; any warehouse work, except office and clerical work;
- Baking;
- Boiler or engine room work, whether in or about;
- Cooking, Exceptions include:
 - Gas or electric grills that do not involve cooking over an open flame and
 - Deep fat fryers that are equipped with & utilize devices that automatically lower & raise the baskets in & out of the hot grease or oil.
- Work in freezers or meat coolers;
- Loading or unloading goods on or off trucks, railcars or conveyors;
- Meat processing area work (working in or around where meat is processed);
- Maintenance or repair of a building or its equipment
- Operating, setting up, adjusting, cleaning, oiling or repairing power-driven

- food slicers, grinders, choppers or cutters and bakery mixers; and
- Outside window washing, or work standing on a window sill, ladder, scaffold or similar equipment.

