

Guide to Wisconsin's Child Labor Laws

For All Youth under 18 years of Age



For questions related to Child Labor Laws, contact the Wisconsin Department of Workforce Development, Equal Rights Division, Labor Standards Bureau at **(608) 266-6860**.

Information for:

- **Employers**
- **Minors**
- **Parents**
- **School Administrators, Counselors, and Faculty**
- **Work-based Learning Coordinators**
- **Workforce Investment Professionals**

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INTRODUCTION

As educators, community members, and employers working with minors, we have a responsibility to provide all youth with the education and experiences that will prepare them to be college- and career-ready. Fortunately, for some, that includes opportunities to apply work or classroom learning in other environments. Our primary concern, whether minors are learning in school or out of school, is that our children are safe. Child labor laws have developed over time to ensure that youth are not exploited in work environments and that they are afforded specific protections.

This guidance document has been produced by a team from the Wisconsin Department of Workforce Development (DWD) and the Department of Public Instruction (DPI) to assist schools and employers who hire youth. It is the primary responsibility of the DWD Equal Rights Division, Labor Standards Bureau, to issue permits and enforce the child labor laws in the State. This guide is meant to be used as an interpretive aide and is not meant to replace [Wisconsin Administrative Chapter DWD Code 270](#) or cover all possible scenarios or exceptions. Furthermore, this guide does not constitute a legal document which can be asserted as evidence in a court of law. Rather it is intended to provide assistance for those with common questions about interpreting the child labor law statutes and administrative regulations.

Child labor legislation purpose

The purpose of child labor legislation is to protect the life, health, safety, and welfare of minors. The goal of modern child labor laws is to prevent through regulation rather than to award damages or penalties *after* an injury or violation occurs. Through the regulation of child labor, with emphasis on preventive rather than punitive action, we go far in meeting this goal.

Legal age

The age of a child bears on what type of work he or she may lawfully perform. Experience has shown that it is not safe to employ minors based upon their own representations of their age, or even upon the repre-

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sentations of their parents. Thus, DWD requires certain legal proof of age before issuing permits.

Worldwide experience has shown that this burden is necessary to ensure child safety. Interestingly, nearly all states have child labor work permit requirements.

Federal versus Wisconsin Child Labor Laws

The U.S. Department of Labor and Wisconsin both establish child labor laws as they apply to hours of work, types of jobs, and working conditions. Within any state law, there may be some provisions that are more or less restrictive than provisions of the federal law.

Which law applies?:

- There is often overlap in coverage between the state and federal child labor laws. All Wisconsin employers are ***required to follow the Wisconsin child labor laws***. Most businesses are ***also required*** to follow the federal law as well.
- If both apply, the more stringent standard of the two applies.



“This program [Youth Apprenticeship] is the single most effective use of taxpayer dollars to link our business community to the workforce and training needs of the community.”

Kent Olson, Olson Tire & Auto Service

DEFINITIONS

The following definitions will be helpful as you examine child labor law practices.

Day

A calendar day, except when a work shift continues into the next calendar day, all hours in the shift count for the day the shift began.

Employee

“Employee” means any person who may be required or directed by any employer, in consideration of direct or indirect gain or profit, to engage in any employment, or to go or work, or be at any time in any place of employment.

Employment

According to [Wis. Stat. §103.001\(7\)](#), any trade, occupation, or process of manufacture, or any method of carrying on such trade, occupation, or process of manufacture in which any person may be engaged, except in such private domestic service as does not involve the use of mechanical power and in farm labor. In laymen’s terms, any person directed by another or by an agency/company to provide services in consideration of direct or indirect gain or profit.

Hazardous Employment

Occupations or tasks which are found to be dangerous or prejudicial to the life, health, safety, or welfare of minors or other employees or frequenters.

Intern/Trainee

Certain work activities performed by students as an extension of their academic programs. The training is academically oriented for the benefit of the student, and no employer-employee relationship exists.

If [all six criteria](#) listed below apply, the trainee or student is NOT employed:

DEFINITIONS

- The training, even though it includes actual operation of the facilities of the employer, is similar to that which would be given in a vocational school;
- The training is for the benefit of the trainees or students;
- The trainees or students do not displace regular employees, but work under their close observation;
- The employer that provides the training derives no immediate advantage from the activities of the trainees or students, and on occasion the employer's operations may actually be impeded;
- The trainees or students are not entitled to a job at the completion of the training period; and
- The employer and the trainees or students understand that the trainees or students are not entitled to wages for the time spent in training.

OTHERWISE, the trainee or student will be regarded as an employee and **must be paid**. See [Wage and Hour Division Fact Sheet 71](#): "Internship Programs Under the Fair Labor Standards Act."

Job Shadowing

Job shadowing is typically a part of career development activities in late middle and early high school. A student follows an employee at a business for a few days to learn about a particular occupation or industry. Job shadowing can help students explore a range of career clusters and select a career pathway for the latter part of high school. Students do not perform productive work and are not paid for the experience. There is no employer/employee relationship. This is a short-term, school-supervised workplace learning opportunity, with an emphasis on exploration, not work.

Minor

Any person under the age of 18. Different rules may apply for minors aged 12-13, 14-15, or 16-17 depending on the work performed.

DEFINITIONS

Overtime

Minors 16 or 17 years of age are entitled to time and one-half the regular rate of pay if they work longer than 10 hours in a day or 40 hours in a work week, whichever is greater. [Wis. Admin. Code § DWD 270.11 \(1\)\(c\)5.](#)

Parent-Owned Business

Children 12 years of age or older are permitted to work at any gainful occupation under the direct supervision of their parent or guardian in connection with the parent's or guardian's business, trade, or profession, **provided** the employment or place of employment is not deemed hazardous.

Student Learner

Students are enrolled in school in a school-work training program sponsored by an accredited school, the technical college system board, or DWD's youth apprenticeship program and receive school credit for program participation. The work performed is under direct and close supervision of a qualified and experienced person and there is a schedule of organized and progressive work processes to be performed on the job. Student Learners may perform certain tasks that are otherwise declared hazardous **provided** the hazardous work is incidental to the training and is for intermittent and short periods of time. [Wis. Admin. Code § DWD 270.14.](#)

Student Learner Criteria

In order to be considered a student learner, minors must meet the following criteria:

- They are enrolled in a school to work-based learning program sponsored by an accredited school, the technical college system board or DWD's youth apprenticeship program.

DEFINITIONS

- They are enrolled in school and receiving school credit for program participation.
- They receive appropriate safety instruction at the school and at the workplace.
- The work performed is under direct and close supervision of a qualified and experienced person.
- The **work performed in any occupation declared hazardous** is incidental to the training and is for intermittent and short periods of time.

NOTE: Student Learner status does NOT override the child labor laws. The student learner exception **limits the minor** to performing *some hazardous* tasks to an incidental (less than 5% of their work time) and occasional (not a regular part of their job) basis. [See Wis. Admin. Code § DWD 270.14\(3\)\(f\)](#).

- There is a schedule of organized and progressive work processes to be performed on the job.

Student Work-Like Activities

A student may perform work-like activities in his/her school without compensation if:

- The primary purpose is educational and the activity is primarily for the benefit of the student.
- The student performs the activities for time periods of one hour or less per day.
- The student is supervised by an adult.
- The student does not displace a regular employee or reduce existing employment opportunities of regular employees.

Work-like activities may include helping in the school lunchroom or cafeteria, cleaning a classroom, acting as hall monitor, performing minor clerical work in the school office or library, or performing tasks as an extension of the classroom learning experience, e.g., building sheds for

DEFINITIONS

the community. [Wis. Admin. Code § DWD 270.19.](#)

Training Period

The on-the-job training period is regarded as employment time for minors no matter the length of training time.

Volunteer/Service Learning

Volunteer service is given freely without consideration or anticipated monetary payment. Service Learning is a method of teaching and learning that combines work with volunteer service to the community. For both types, there is no employer/employee relationship. The work is performed for charitable, non-profit organizations, including non-profit hospitals or nursing homes and government agencies. [Wis. Admin. Code § DWD 270.18.](#)

- Minimum age is generally 14, although minors may volunteer to perform services at younger ages in certain circumstances.
- Commercial businesses may not legally use minors as unpaid volunteers. Minors cannot volunteer for a "for profit" business. They can go there and shadow or observe as part of an educational experience, but they cannot do productive work. If they do productive work, they are entitled to minimum wage and must have a child labor permit.
- A minor may volunteer services for a nonprofit organization with the written consent of the minor's parent and under the supervision of a responsible adult.
- No minor may volunteer in an occupation or place of employment deemed dangerous.
- The organization for which the volunteer is serving shall provide insurance for on-duty injuries that may occur to the volunteer.
- Minor volunteers may not be used to replace a paid employee.

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Work-based Learning Employment

Any school-supervised learning experience where a student trains and works with an employer to discover how knowledge learned in school is put into action, while learning applicable worksite skills. Employers gain advantage from the work students complete. [DPI Work-Based Education webpage](#).

Examples:

- Wisconsin Cooperative Education (Co-op), Cooperative Education Skill Standards Certificate Program (Skills Co-op)- Paid work experiences that occur at an employer worksite for high school credit under the supervision of properly licensed staff.
- Employability Skills Certificate Program
- Youth Apprenticeship (YA)- Paid work experiences that occur at an employer worksite for high school credit under direct supervision of employers.
- School-based Enterprises– Operation of DECA sponsored school-based stores.
- Entrepreneurship– Students engage in providing products and/or services, operated on or off school grounds that is school-based and supervised by properly licensed staff.
- SAEs– Supervised Agricultural Experiences are school-sponsored work experiences in agricultural-related areas.
- Work for Credit Recovery– District developed policy that establishes rules and responsibilities for student employment leading to high school credit and includes supervision by properly licensed staff.

WORK PERMITS

Child labor permits (also known as “work permits”) are required for the lawful employment of minors under 18 years of age in work in connection with the business, trade, or profession of an employer. Every child labor permit issued under the authority of [Wis. Stat. §103.70](#) shall also constitute a certificate of age under [Wis. Stat. §103.75](#), as long as the minor named in the permit continues in the employ of the employer named on the permit. Should the ownership of the business change, the minor would need to obtain a new work permit.

A child labor permit does not protect the employer if it allows the minor to do any work that is prohibited by child labor laws.

See [Wisconsin Administrative Chapter DWD Code 270](#).

Work Permits are **NOT** Needed for:

1. Agricultural work.
2. Domestic employment - Work within a private home that is not a business, such as babysitting, yard work.
3. Volunteer work for a non-profit agency, such as a volunteer at a non-profit hospital. Minors cannot perform prohibited work while volunteering. See [Wis. Admin. Code § DWD 270.18](#).
4. The Youth Apprenticeship (YA) Program. Students and employers must have an approved Education Training Agreement on file with the school AND the employer instead.

NOTE: Students and employers do not need to obtain a separate work permit for the work to be performed as a part of the YA program, **although it is highly recommended**. If employers hire youth apprentices to perform *other work duties* outside of their YA duties, a work permit is required.

5. Court-ordered restitution or court-ordered community service.
6. A minor may be employed without a permit by a nonprofit organization in and around the home of an elderly person or a person with a disability to perform snow shoveling, lawn mowing, leaf raking, or other similar work usual to the home of the elderly person or person with a disability, if all of the following apply:
 - a. The work is not in connection with or a part of the business,

WORK PERMITS

- trade, or profession of that person and is in accordance with the minimum age stated in [Wis. Stat. §103.67\(2\)\(fm\)](#).
- b. The type of employment is not specifically prohibited by [Wis. Stat. §§ 103.64 to 103.82](#) or by any order of the department.
 - c. The minor is paid the applicable minimum wage under [Wis. Stat. Ch. 104](#), [Wis. Admin. Code Ch. DWD 272](#), or under federal law, whichever is greater for the work.
 - d. The minor's parent or guardian provides the nonprofit organization with his or her written consent for the minor to perform the work.
7. A minor may be employed without a permit as an election inspector.



LIABILITY & INSURANCE

General Liability

An employer is liable for the finished product produced or the service provided. In general, if an employer has adequate general liability and workers compensation coverage, no additional liability is required as a result of hiring youth. However, before hiring youth and/or participating in a work-based learning program, an employer may wish to consult with its insurance carrier. Ultimately, final determination of liability in a particular situation will be determined by a court of law after review of the specific circumstances.

Transportation

In general, the party responsible for transportation is liable in case of an accident. Minors responsible for their own transportation to and from the worksite are responsible for their own insurance. In instances where the school provides transportation for student learners, the school may be responsible for insurance coverage. Only if the employer provides transportation to or from work for youth may the employer be responsible for this insurance coverage.

Worker's Compensation

When a minor becomes an employee of a company, they must be covered by the employer's worker's compensation coverage. For agricultural employers, farmers need to carry worker's compensation insurance if they have 6 or more employees. [DWD's Worker's Compensation web page](#) for more information.

Injuries

While DWD's Labor Standards Bureau can interpret the child labor law, it cannot exonerate employers from liability should an accident occur on the job which results in injury to the employee. Liability for an accident can only be settled through the worker's compensation process.

LIABILITY & INSURANCE

Double Compensation

When a minor is injured, primary worker's compensation is due. IF the minor is employed in legal (non-hazardous) employment, BUT **without a work permit or YA ETA**, the employer must match the primary compensation, and pay this amount to the Work Injury Supplemental Benefit Fund (WISBF). This is sometimes referred to as double compensation.

Treble Compensation

Where primary worker's compensation is due, AND the minor is **employed in a prohibited (hazardous) occupation**, the employer may be required to double the primary compensation, and pay this amount to the Work Injury Supplemental Benefit Fund (WISBF). This is referred to as treble compensation.

Primary compensation is normally paid by the insurance company. The extra compensation is primarily the responsibility of the employer.

Unemployment Compensation

Minors can file for unemployment compensation; however, if a minor is enrolled full-time in a public educational institution, and receives school credit for participation in a work-based learning program, the student learner is generally not eligible for unemployment compensation. Contact [Wisconsin DWD Unemployment Insurance](#) for more information.

Worker Displacement

No employer may hire a **student learner** who will displace any currently employed worker, including a partial displacement, such as reduction in the hours of non-overtime work, wages, or employment benefits.

Layoffs/Strikes

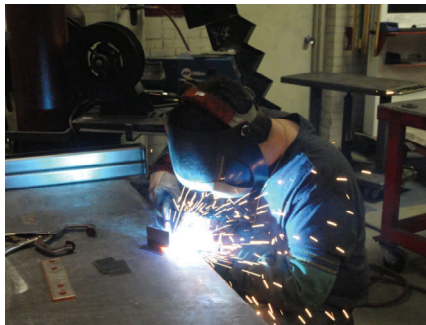
Minors cannot be hired when any other individual is on temporary

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layoff, with the clear possibility of recall, from the same or equivalent job OR if the employer has terminated the employment of any regular employee, or otherwise reduced the workforce, with the intention of filling the vacancy created with a student learner. Student learners may not be transferred to take the place of laid off workers. Child labor laws prohibit all minors from working in a company where a strike or lockout is in active progress.

Collective Bargaining Agreements

Student Learner programs should not impair existing contracts for services or collective bargaining agreements. Any student learner program that would be inconsistent with the terms of a collective bargaining agreement should be approved with the written concurrence of the labor organization and employer involved.



"We feel strongly that school-to-work partnerships are a critical need for our organization to recruit our future talent."

Dawn Kubiak, Midwest Products & Engineering

HOURS & WAGES

Hours

- Minors under 18 may not be employed during the hours they are required to attend school.
- **Student learners** may be allowed to work during school hours if the student is enrolled in a work-based learning program.
- Minors who are high school graduates can work the same hours as adults.
- Wisconsin no longer limits the hours 16-17 year-old minors may work.

See the [DWD Child Labor web site](#) for *current* applicable hours and times of the day that minors under 16 may work in Wisconsin.

Wages

Youth workers must be paid at least minimum wage. Wisconsin wage statutes require employers pay all workers all wages earned on at least a monthly basis, except farm labor which can be paid at quarterly intervals.

Minimum Wage

The federal Fair Labor Standards Act (FLSA) and Wisconsin law establish minimum wage rates in the private sector and for government employees. Covered workers are entitled to a minimum wage of not less than \$7.25 per hour effective July 24, 2009, under both federal and state laws. See [DWD Minimum Wage](#).

Opportunity Wage

“Opportunity employee” means an employee who is not yet 20 years old and who has been in employment status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment. Both federal law and Wisconsin law have an opportunity rate. Currently Wisconsin’s rate is \$5.90 per hour, which exceeds the federal rate (\$4.25 per hour). Since employers must comply with both, the higher Wisconsin rate must be paid. On the 91st day, the rate must go up to \$7.25 per hour.

HOURS & WAGES

Subminimum Wage

An individual whose earning or productive capacity is impaired may be paid a special minimum wage commensurate with the worker's ability and productivity. The employer must first obtain a special minimum wage license authorizing the pay rate by submitting an application to the Wisconsin Department of Workforce Development. A license from the U.S. Department of Labor, Wage, and Hour Division is also required. The pay rate is determined by comparing the productivity of a worker with a disability to a norm established for workers without disabilities by verifiable work measurement methods, or by comparing the productivity of a worker with a disability to that of experienced workers without disabilities employed in comparable work. See [Wis. Admin. Code DWD § 272.09](#).



"It is through opportunities such as the YA program that we as employers and mentors are able to support and encourage young men and women to find direction to meaningful career paths."

Heather Johnson, Upland Hills Nursing & Rehabilitation Center

EMPLOYMENT/EQUIPMENT RESTRICTIONS

A child labor work permit does not allow the employment of a minor in prohibited work and does not protect the employer if it allows the minor to do any work that is prohibited by statute or restricted by order.

ADULT BOOKSTORES

- A. ***Prohibited to ALL MINORS***– all occupations.
- B. [Wis. Admin. Code § DWD 270.12\(1\)](#).

AGRICULTURAL

- A. **OK for 16 and over.** Hours per week, time of day, and hazardous employments regulated.
- B. **NOTE:** This section does not apply to the employment of a minor engaged in farm work performed outside school hours in connection with the minor’s own home farm and directly for his or her parent or guardian, or on another farm, with the consent of minor’s parent or guardian where the farm work is primarily an exchange of labor with another farmer. [Wis. Admin. Code § DWD 270.15](#).
- C. No permit is necessary.
- D. ***Prohibited under 16***
 - 1. Operating or assisting in the operation of machinery, including, but not limited to, farm type tractors and other self-propelled vehicles. **Except** that minors trained under either the 4–H federal extension service or the U.S. office of education vocational agriculture training programs may work on equipment permitted by their certificate of training. [Wis. Admin. Code § DWD 270.13\(6\)](#).
 - 2. Operating or assisting to operate (including starting, stopping, adjusting, feeding or any other activity involving physical contact associated with the operation) any of the following machines:
 - a. Corn picker
 - b. Cotton picker
 - c. Grain Combine
 - d. Hay mower
 - e. Forage
 - f. Harvester

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- g. Hay baler
 - h. Potato digger
 - i. Mobile pea viner
 - j. Feed grinder
 - k. Crop dryer
 - l. Forage blower
 - m. Auger conveyor
 - n. Unloading mechanism of a non-gravity type self-unloading wagon or trailer
 - o. Power post hole digger
 - p. Power post driver
 - q. Non-walking type rotary tiller
 - r. Trencher
 - s. Forklift
 - t. Potato combine
 - u. Power-driven circular, band or chain saw- SEE Circular Saws, Band Saws, Chain Saws, Guillotine Shears & [Wis. Admin. Code § DWD 270.12\(25\)](#)
- 3. Working a yard, pen or stall occupied by a
 - a. Bull
 - b. Boar
 - c. Stud horse maintained for breeding purposes
 - d. Sow with suckling pigs
 - e. Cow with newborn calf (with umbilical cord present)
 - 4. Timber with butt diameter of more than 6 inches
 - a. Felling
 - b. Bucking
 - c. Skidding
 - d. Loading
 - e. Unloading
 - 5. Ladder or scaffold at a height of over 20 feet
 - a. Painting
 - b. Repairing
 - c. Building structures
 - d. Pruning trees
 - e. Picking fruit

EMPLOYMENT/EQUIPMENT RESTRICTIONS

6. Driving a bus, truck or automobile when transporting passengers, or riding on a tractor as a passenger or helper.
 7. Working inside
 - a. Fruit, forage or grain storage designed to retain an oxygen deficient or toxic atmosphere
 - b. Upright silo within 2 weeks after silage has been added or where a top loading device is in operating position
 - c. Manure pit
 - d. Horizontal silo while operating a tractor for packing purposes
 8. Handling or applying agricultural chemicals identified by the word "poison" or the "skull and crossbones" on the label including the following:
 - a. Cleaning
 - b. Decontaminating equipment
 - c. Disposal or return of empty containers
 - d. Serving as a flagman for aircraft
 9. Handling or using a blasting agent such as
 - a. Dynamite
 - b. Black Powder
 - c. Sensitized ammonium nitrate
 - d. Blasting caps
 - e. Primer cord
 10. Anhydrous ammonia
 - a. Transporting
 - b. Transferring
 - c. Applying
- D. SEE Ladders, Roofing, Machines & [Wis. Admin. Code §§ DWD 270.13\(6\), 270.15.](#), and [29 CFR § 570.71.](#)

AMUSEMENT PARKS, SKI HILLS, STREET CARNIVALS AND TRAVELING SHOWS

- A. **OK for 16 and over** to load or unload passengers on water slides.
- B. **Prohibited to ALL MINORS**— All other rides:
 1. Any rides (animal or device) or machinery:
 - a. Operating

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- b. Assisting to operate
- c. Erection or dismantling
- d. Setting up
- e. Adjusting
- f. Repairing
- g. Oiling or cleaning
- h. Loading or unloading passengers

C. [Wis. Admin. Code §§ DWD 270.12\(2\) & 270.13\(18\)](#).

AMUSEMENT OR RECREATIONAL CENTERS IN OR ABOUT, COMMERCIAL

- A. **OK for 14 and over** in establishments such as:
- 1. Arcades
 - 2. Arenas
 - 3. Auditoriums
 - 4. Billiard halls and pool rooms
 - 5. Bowling lanes
 - 6. Coliseums
 - 7. Dance hall and pavilions
 - 8. Duck pin alleys
 - 9. Karting tracks (no loading & unloading passengers)
 - 10. Race tracks (no pari-mutuel betting)
 - 11. Roller skating rinks
 - 12. Stadiums
 - 13. Theaters
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

APPRENTICES, ADULT PROGRAM

Child labor permits are not needed for apprentices indentured by the Department of Workforce Development and they are NOT subject to prohibited employments when they are performing a service within the provisions of their contract. [Wis. Stat. §103.70\(1\)](#) and [Wis. Admin. Code § DWD 270.05\(2\)\(e\)](#).

ARCADES

- A. **OK for 14 and over.**

EMPLOYMENT/EQUIPMENT RESTRICTIONS

ARENAS

- A. **OK for 14 and over.**
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

ASBESTOS, CHRYSOTILE, CROCIDOLITE, AMOSITE, TREMOLITE, ANTHOPHYLLITE AND ACTINOLITE

- A. ***Prohibited to ALL MINORS***– Occupations or duties involving exposure to these substances.
- B. [Wis. Admin. Code § DWD 270.12\(3\)](#).

AUDITORIUMS

- A. **OK for 14 and over.**

AUTOMOBILES

- A. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

BABYSITTING

- A. **OK for 12 and over** in non-business home.
- B. **OK for 14 and over** in a business.
- C. No permit necessary if work is performed in private homes, not in association with a business. Permits are required if work is done for a business.
- D. Hours, times of day, and days per week not regulated. In businesses, hours are regulated.
- E. SEE Domestic Employment & [Wis. Admin. Code § DWD 270.05\(2\)\(i\)](#).

BAKERIES

- A. **OK for 14 and over.**
- B. SEE Bakery Machines & [Wis. Admin. Code § DWD 270.12\(4\)](#).

BAKERY MACHINES

- A. ***Prohibited to ALL MINORS.***
- B. Operation, assisting to operate, or setting up, adjusting, repairing, oiling or cleaning any:

EMPLOYMENT/EQUIPMENT RESTRICTIONS

1. Horizontal or vertical dough mixer
 2. Batter mixer
 3. Bread dividing machine
 4. Rounding machine
 5. Molding machine
 6. Dough brake
 7. Dough sheeter
 8. Combination bread slicing and wrapping machine
 9. Cake cutting band saw
- C. Setting up or adjusting a cookie or cracker machine.
- D. [Wis. Admin. Code § DWD 270.12\(4\)](#).

BANDS, COMBOS, ORCHESTRAS, MUSICIANS

- A. No permit necessary. No minimum age.
- B. *Prohibited to ALL Minors*– Playing in a:
1. Roadhouse
 2. Cabaret
 3. Dance hall
 4. Night Club
 5. Tavern
 6. Or other similar places
- C. These prohibitions do not apply to theatres, dinner theaters, or dances held solely for minors, conducted by private clubs or civic organizations.
- D. SEE Public Exhibition & [Wis. Stat. §103.78](#).

BAND SAWS

- A. SEE Circular Saws, Band Saws, Chain Saws, Guillotine Shears & [Wis. Admin. Code § DWD 270.12\(25\)](#).

BEER DEPOTS AND LIQUOR STORES

- A. **OK for 14 and over.**
- B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

BILLIARD HALLS

- A. **OK for 14 and over.**

EMPLOYMENT/EQUIPMENT RESTRICTIONS

BINGO

- A. ***Prohibited to ALL MINORS***– Occupations involving conducting or assisting in the operation of the bingo game.
- B. [Wis. Admin. Code DWD § 270.12\(5\)](#) & [Wis. Stat. §563.51\(13\)\(b\)](#), which regulates bingo games contains a similar prohibition.

BRICK, TILE AND KINDRED PRODUCTS

- A. **OK for 16 and over** in offices in silica brick manufacturers or silica refractories. *All other activities prohibited.*
- B. ***Prohibited to ALL MINORS***– All occupations in and about establishments in which clay construction products are manufactured.
 - 1. Brick
 - 2. Hollow structural tile
 - 3. Sewer pipe and kindred products
 - 4. Refractories
 - 5. Architectural terra cotta
 - 6. Glazed structural tile
 - 7. Roofing tile
 - 8. Stove lining
 - 9. Chimney pipes and tops
 - 10. Wall coping
 - 11. Drain tile
- C. [Wis. Admin. Code § DWD 270.12\(6\)](#).

BOATS AND VESSELS

- A. **OK for 16 and over**– Commercial Use.
- B. SEE Transportation & [Wis. Admin. Code § DWD 270.13\(19\)](#).

BOUNCERS, CROWD CONTROL

- A. ***Prohibited to ALL MINORS***- In establishments where liquor is present.
- B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

BOWLING ALLEYS

- A. **OK for 14 and over.**
- B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

BREWERIES

- A. **OK for 16 and over.**
- B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).
- C. SEE Manufacturing, Mining or Processing.

BREWERY OFFICES

- A. **OK for 14 and over.**
- B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

BUILDING TRADES

- A. **OK for 16 and over** (General Employment).
- B. SEE Construction & [Wis. Admin. Code § DWD 270.13\(5\)](#).

BUSES

- A. *Prohibited to ALL MINORS*– driving.
- B. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

CABS

- A. *Prohibited to ALL MINORS*– driving
- B. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

CADDIES ON GOLF COURSES

- A. **OK for 12 and over.**
- B. SEE Golf Courses & [Wis. Admin. Code §§ DWD 270.10\(2\)\(d\) & 270.17](#).

CAMPS

- A. **OK for 14 and over.**
- B. Work must be in accordance with all provisions of the minimum wage and child labor regulations.

CANNING FACTORIES

- A. **OK for 16 and over.**
- B. Special regulations for 16 and 17 employed during canning season.

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- C. [Wis. Admin. Code § DWD 270.16](#).

CARNIVALS

- A. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).
B. SEE Street Carnivals and Traveling Shows & [Wis. Admin. Code §§ DWD 270.12\(2\) & 270.13\(18\)](#).

CAR WASHES

- A. **OK for 14 and over IF** no driving.
B. **OK for 16 and over** to drive car on lot into wash, not on public streets.

CATERING

- A. **OK for 16 and over** with direct adult supervision.
B. **OK for 14 and over IF** work in office, workroom, or kitchen IF preparing & serving food & beverages with adult supervision including use of dishwashers, toasters, dumbwaiters, microwaves, popcorn poppers, blenders, automatic coffee machines, and devices used to maintain temperature of prepared food (such as warmers, steam tables and heat lamps).
C. May not be sent to places of employment prohibited by child labor regulations.
D. SEE Cooking & [Wis. Admin. Code § DWD 270.13\(10\)](#).

CIRCULAR SAWS, BAND SAWS, CHAIN SAWS, AND GUILLOTINE SHEARS

- A. **OK for 16 and over IF** power-driven fixed or portable machines are equipped with full automatic feed and ejection AND a fixed guard.
B. **Prohibited to ALL MINORS-**
1. Operator or helper, setting up, adjusting, repairing, oiling or cleaning on the following power-driven fixed or portable machines.
NOTE: Setting up, adjusting, repairing & cleaning is allowable provided the tasks are completed electronically; in a manner so that the youth is not accessing sharp or moveable parts; OR the

EMPLOYMENT/EQUIPMENT RESTRICTIONS

equipment is locked out/tagged out with no power.

- a. Circular saws
- b. Band saws
- c. Guillotine shears
- d. Chain saws

C. [Wis. Admin. Code § DWD 270.12\(25\)](#).

CLEANING

A. **OK for 14 and over.**

1. Janitorial.
2. Medical & Lab Cleaning.

B. SEE Infectious Agents & Power-driven Machinery.

CLUBHOUSES

A. **OK for 14 and over.**

B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

COAL MINE

A. **OK for 16 and over-**

1. Refuse picking at a picking table or picking chute in a tippel or breaker.
2. Office duties.
3. Repair and maintenance shops on the mine surface.

B. ***Prohibited to ALL MINORS.***

1. All Occupations in or about a coal mine which are:
 - a. Performed underground
 - b. In an open pit
 - c. On the surface part of a plant contributing to the
 - (1). Extraction
 - (2). Grading
 - (3.) Clearing
 - (4.) Handling

C. [Wis. Admin Code § DWD 270.12\(8\)](#).

COFFEE SHOP

A. **OK for 14 and over.**

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

COLISEUMS

- A. **OK for 14 and over.**
B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

COMBOS, BANDS, MUSICIANS, ORCHESTRAS

- A. SEE Bands & Public Exhibition & [Wis. Stat. §103.78](#).

COMMUNICATIONS AND PUBLIC UTILITIES

- A. **OK for 16 and over.**
B. [Wis. Admin. Code § DWD 270.13\(4\)](#).

CONFINED SPACE

- A. ***Prohibited to ALL MINORS-***
- B. All occupations or duties in an environment which by design or construction has limited openings for entry and egress, has unfavorable natural ventilation, could reasonably be believed by the employer to have dangerous air contaminants, or contain materials which may produce dangerous air contaminants, and is not intended for human occupancy.
- C. Confined spaces include, but are not limited to:
1. Storage tanks
 2. Compartments of ships
 3. Process vessels
 4. Pits
 5. Silos
 6. Vats
 7. Degreasers
 8. Reaction vessels
 9. Boilers
 10. Ventilation and exhaust ducts
 11. Manholes
 12. Sewers
 13. Tunnels
 14. Underground utility vaults

EMPLOYMENT/EQUIPMENT RESTRICTIONS

15. Pipelines
- D. Does NOT include heating system tunnels and vaults.
- E. [Wis. Admin. Code § DWD 270.12\(7\)](#).

CONSTRUCTION

- A. ***Prohibited to ALL MINORS***- Demolition.
- B. SEE Wrecking, Demolition and Ship-breaking & [Wis. Admin. Code § DWD 270.12\(28\)](#).
- C. All others-
 1. SEE Circular Saws, Band Saws, Chain Saws, Guillotine Shears & [Wis. Admin. Code § DWD 270.12\(25\)](#).
 2. SEE Excavation Operations & [Wis. Admin. Code § DWD 270.12\(9\)](#).
 3. SEE Hoists and Hoisting Apparatus & [Wis. Admin. Code § DWD 270.12\(12\)](#).
 4. SEE Woodworking Power-Driven Machinery & [Wis. Admin. Code § DWD 270.12\(27\)](#).

COOKING

- A. **OK for 16 and over** with direct adult supervision.
- B. **OK for 14 and over IF** work in office, workroom, or kitchen IF preparing & serving food & beverages with adult supervision including use of dishwashers, toasters, dumbwaiters, microwaves, popcorn poppers, blenders, automatic coffee machines, and devices used to maintain temperature of prepared food (such as warmers, steam tables and heat lamps).
- C. May not be sent to places of employment prohibited by child labor regulations.
- D. SEE Cooking & [Wis. Admin. Code § DWD 270.13\(10\)](#).

COOPERAGE STOCK MILL

- A. SEE Logging, Saw Mill, Lath Mill, Shingle Mill OR Cooperage Stock Mill & [Wis. Admin. Code § DWD 270.12\(17\)](#).

CURB SERVICE RESTAURANTS AND STANDS

- A. **OK for 14 and over**.

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

DANCE BANDS

- A. SEE Bands and Public Exhibition & [Wis. Stat. §103.78](#).

DANCE HALLS

- A. **OK for 14 and over.**
B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

DELIVERY DRIVERS

- A. *Prohibited to ALL MINORS* as the driver.
B. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

DEMOLITION AND WRECKING

- A. *Prohibited to ALL MINORS*—Demolition.
B. SEE Wrecking, Demolition and Ship-breaking & [Wis. Admin. Code § DWD 270.12\(28\)](#).

DISTRIBUTING

- A. **OK for 12 and over.**
B. SEE Street Trades & [Wis. Admin. Code § DWD 270.10\(2\)](#).

DITCHES

- A. **OK for 16 and over IF** in ditches and trenches not exceeding 4 feet in depth at any point.
B. *Prohibited to ALL MINORS*—In trenches, tunnels and caissons over 4 feet in depth.
C. SEE Excavation Operations & [Wis. Admin. Code §§ DWD 270.12\(9\) & 270.12\(7\) Confined Spaces](#).

DOMESTIC EMPLOYMENT

- A. **OK for 12 and over.**
B. No permit necessary if work is performed outside school hours.
C. Hours, time of day, and days per week not regulated.
D. **NOTE:** Work must be in connection with home of employer (such

EMPLOYMENT/EQUIPMENT RESTRICTIONS

as caring for children, mowing lawns, raking lawns, shoveling snow, etc.), not in connection with business, trade, or profession of employer. [Wis. Admin. Code § DWD 270.10\(2\)\(f\)](#).

DREDGING

- A. SEE Mining, other than Coal, & [Wis. Admin. Code § DWD 270.12\(20\)](#).

DRILL PRESSES

- A. **OK for 16 and over.**
- B. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).

DRIVER AND HELPERS

- A. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

ELEVATORS

- A. SEE Hoists and Hoisting Apparatus & [Wis. Admin. Code § DWD 270.12\(12\)](#).

EXCAVATION OPERATIONS

- A. ***Prohibited to ALL MINORS-***
 - 1. Occupations in trenches over 4 feet in depth
 - a. Excavating
 - b. Working in
 - c. Backfilling
 - d. Refilling
 - 2. Occupations for buildings or other structures
 - a. Excavating
 - b. Working in
 - 3. Working within tunnels or shafts prior to the completion of all driving and shoring operations.
- B. [Wis. Admin. Code §§ DWD 270.12\(9\) & 270.12\(7\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

EXOTIC DANCERS

- A. *Prohibited to ALL MINORS.*
- B. [Wis. Admin. Code § DWD 270.12\(10\).](#)

EXPLOSIVES

- A. **OK for 16 and over** in retail establishments where explosives are sold.
- B. **OK for 16 and over** in the following occupations in or about any establishment manufacturing or storing small arms ammunition **IF:**
 - 1. Manufacturing or storing small arms ammunition not exceeding .60 caliber in size, shotgun shells or blasting caps
 - 2. Manufacturing, mixing, transporting or handling explosive compounds used in small arms ammunition or duties performed in explosive areas where compounds are manufactured or mixed.
 - 3. Manufacturing, transporting, or handling of primers or duties in same building in which primers are manufactured
 - 4. Priming of cartridges and duties in same workroom where rim-fire cartridges are primed
 - 5. Plate loading of cartridges
 - 6. Operation of automatic loading machines
 - 7. Blasting caps
 - a. Loading
 - b. Inspecting
 - c. Packing
 - d. Shipping
 - e. Storage
- C. *Prohibited to ALL MINORS-* Any occupation in or about establishments that manufacture or store explosives or explosive components > .60 caliber.
- D. [Wis. Admin. Code § DWD 270.12\(11\).](#)

FACTORIES

- A. **OK for 16 and over** (General Employment).
- B. SEE:
 - 1. Bakery Machines & [Wis. Admin. Code § DWD 270.12\(4\).](#)
 - 2. Circular Saws, Band Saws, Guillotine Shears & [Wis. Admin.](#)

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[Code § DWD 270.12\(25\).](#)

3. Explosives & [Wis. Admin. Code § DWD 270.12\(11\).](#)
4. Hoists and Hoisting Apparatus & [Wis. Admin. Code § DWD 270.12\(12\).](#)
5. Logging, Saw Mill, Lath Mill, Shingle Mill or Cooperage Stock Mill & [Wis. Admin. § Code 270.12\(17\).](#)
6. Metal Forming, Punching and Shearing Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(19\).](#)
7. Paper Products Machines & [Wis. Admin. Code § DWD 270.12\(22\).](#)
8. Radioactive Substances & Ionizing Radiations & [Wis. Admin. Code § DWD 270.12\(23\).](#)
9. Slaughtering, Meat Packing or Processing or Rendering & [Wis. Admin. Code § DWD 270.12\(18\).](#)
10. Strikes and Lockouts & [Wis. Admin. Code § DWD 270.12\(26\).](#)
11. Woodworking Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(27\).](#)

FAIRS

- A. **OK for 14 and over.**
- B. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code §§ DWD 270.12\(2\) & 270.13\(18\).](#)

FARM TYPE TRACTORS AND OTHER SELF-PROPELLED VEHICLES

- A. **OK for 16 and over.**
- B. Under certain conditions, **OK for 14 and over.**
- C. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\).](#)

FILLING STATIONS

- A. **OK for 14 and over.**
- B. SEE Service Stations.
- C. SEE Hoists and Hoisting Apparatus & [Wis. Admin. Code §§ DWD 270.12\(12\) & 270.13\(14\).](#)

EMPLOYMENT/EQUIPMENT RESTRICTIONS

FLOOR MAINTENANCE EQUIPMENT (Polishers and Scrubbers)

- A. **OK for 16 and over.**
- B. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).

FLOOR SANDERS

- A. **OK for 16 and over.**
- B. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).

FOOD SLICERS

- A. ***Prohibited to ALL MINORS.***
- B. SEE Meat Slicers and Saws & [Wis. Admin. Code § DWD 270.12 \(18\)](#).

FORKLIFT TRUCKS (Industrial)

- A. ***Prohibited to ALL MINORS.***
- B. SEE Hoists and Hoisting Apparatus & [Wis. Admin Code § DWD 270.12\(12\)](#).

FREE SILICA

- A. ***Prohibited to ALL MINORS.***
- B. SEE Brick, Tile and Kindred Products & [Wis. Admin. Code § DWD 270.12\(6\)](#).

FUR FARM (Deemed Agriculture)

- A. **OK for 12 and over.**
- B. No permit necessary.
- C. Hours per week, time of day, hazardous employments regulated.
- D. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\)](#).

GARAGES

- A. **OK for 14 and over.**
- B. SEE Ladders, Service Stations, Hoists and Hoisting Apparatus & [Wis. Admin. Code §§ DWD 270.12\(12\), 270.13\(11\), & 270.13\(14\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

GASOLINE STATIONS

- A. **OK for 14 and over.**
- B. SEE Ladders, Service Stations, Hoists and Hoisting Apparatus & [Wis. Admin. Code §§ DWD 270.12\(12\), 270.13\(11\), & 270.13\(14\).](#)

GOLF COURSES/GOLF CARTS

- A. **OK for 14 and over.** SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\).](#)
- B. **OK for 14 and over** in clubhouses. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\).](#)
- C. **OK** for power-driven golf carts **14 and over** (not on roads).
- D. **OK for 12 and over** as caddies.
- E. [Wis. Admin. Code §§ DWD 270.10\(2\)\(d\) & 270.17.](#)

GRAVEL PITS, MINES, AND QUARRIES

- A. **OK for 16 and over** in offices or weigh stations.
- B. **Prohibited to ALL MINORS**– Occupations in or about
- C. SEE Mining, other than Coal, & [Wis. Admin. Code § DWD 270.12\(20\).](#)

GREENHOUSES

- A. **OK for 14 and over.**
- B. Not considered agriculture unless operated by farmer for food and farm plants. Child labor permits are required.
- C. SEE Ladders.

GRINDER & GRINDER WHEELS

- A. **OK for 16 and over.**
- B. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\).](#)

GUILLOTINE SHEARS

- A. SEE Circular Saws, Band Saws, Chain Saws, Guillotine Shears & [Wis. Admin. Code § DWD 270.12\(25\).](#)

EMPLOYMENT/EQUIPMENT RESTRICTIONS

GUN CLUBS

- A. **OK for 16 and over** as skeet and trap loaders, and for pullers and scorers if work performed on gun range itself.
- B. **OK for 14 and over** (General Employment).
- C. [Wis. Admin. Code § DWD 270.13\(8\)](#).

HELPER – MOTOR VEHICLE

- A. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

HOISTS AND HOISTING APPARATUS

- A. **OK for minors to ride** on a freight elevator operated by an assigned operator.
- B. **OK for 16 and over-**
 - 1. Operation or tending of any hoisting apparatus including:
 - a. grease rack lift
 - b. floor jacks
 - c. service jacks
 - d. hand jacks
 - 2. Operation of an unattended automatic operation passenger elevator or an electric or air-operated hoist IF not greater than one-ton. [Wis. Admin. Code § 270.12\(12\)\(b\)](#).
 - 3. Patient Lifts- Can *assist* an adult worker in the operation of floor-based vertical powered patient/resident lift devices, ceiling mounted vertical powered patient/resident lift devices, and powered sit-to-stand patient/resident lift devices after completing a required CNA training program. U.S. Department of Labor – Wage & Hour Division, [Field Assistance Bulletin 2011-3](#).
- C. **Prohibited to ALL MINORS-**
 - 1. Operation of power-driven hoisting apparatus
 - a. Elevator (except automatic elevators)
 - b. Crane
 - c. Derrick
 - d. Hoist
 - e. High-lift truck, i.e. forklift
 - f. Hydraulic lift (including non-power driven)

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2. Riding on power-driven hoisting apparatus
 - a. Manlift
 - b. Freight elevators (except one operated by assigned operator)
 3. Assisting in the operation of a crane, derrick or hoist as
 - a. Crane hookers
 - b. Crane chasers
 - c. Hookers-on
 - d. Riggers
 - e. Rigger helpers
 - f. Like occupations
- D. [Wis. Admin. Code § DWD 270.12\(12\)](#).

HOSPITALS

- A. **OK for 16 and over** (personal care of patients). Personal care includes assisting the patient in dressing, bathing, eating, ambulation (walking from place to place), etc.
- B. **For Patient Lifts**– SEE Hoists and Hoisting Apparatus and [Wis. Admin. Code § DWD 270.12\(12\)](#).
- C. **OK for 14 and over** to push patients in wheelchairs, but no loading and unloading of the chair. [Wis. Admin. Code § DWD 270.13\(9\)](#).

HOTELS, MOTELS, SUMMER RESORTS, AND CLUBHOUSES

- A. **OK for 14 and over**.
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

INFECTIOUS AGENTS

- A. **Prohibited to ALL MINORS**- All occupations or duties relating to exposure to bacterial, mycoplasmal, fungal, parasitic or viral agent identified by the department by rule as causing illness in humans or human fetuses or both, **which is introduced** by an employer to (**purposely**) be used, studied, or produced in the workplace.
- B. "Infectious agent" does NOT include such an agent in or on the body of a person who is present in the workplace for diagnosis or treatment.
- C. "Studied" does NOT include testing completed in diagnostic labora-

EMPLOYMENT/EQUIPMENT RESTRICTIONS

ories using standard precautions where blood, urine, and other bodily fluids are tested diagnostically.

- D. [Wis. Admin. Code § DWD 270.12\(13\)](#).

INSECTICIDES

- A. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\)](#).

IONIZING OR RADIATION EXPOSURE

- A. SEE Radioactive Substances & Ionizing Radiations & [Wis. Admin. Code § DWD 270.12\(23\)](#).

KARTING TRACKS

- A. **OK for 14 and over.**
B. SEE Amusement Parks.

KIDDIE RIDES

- A. SEE Amusement Parks, Ski Hills, Street Carnivals, and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).

KITCHEN WORK

- A. SEE Cooking.

LADDERS

- A. **OK for 16 and over.**
B. SEE Roofing & [Wis. Admin. Code § DWD 270.13\(11\)](#).

LATH MILL

- A. SEE Logging, Saw Mill, Lath Mill, Shingle Mill, or Cooperage Stock Mill & [Wis. Admin. Code § DWD 270.12\(17\)](#).

LATHES

- A. **OK for 16 and over.** (NOT wood lathes).
B. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

LAWN AND GARDEN EQUIPMENT INCLUDING SIDEWALK TYPE SNOW BLOWERS:

- A. **OK for 16 and over.**
- B. **OK for Minors 14 and over** in and around the private home of the employer and not in connection with his trade or business with proper instruction in the handling and maintenance of such equipment.
- C. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).

LEAD

- A. **Prohibited to ALL MINORS**- All occupations involving hazardous exposure to lead.
- B. [Wis. Admin. Code § DWD 270.12\(16\)](#).

LIFEGUARDS AND SWIMMING INSTRUCTORS AND AIDES

- A. **OK for 16 and over** as lifeguards, swimming instructors, and aides **IF** the minor has successfully completed a bona fide life saving course.
- B. **Minors 14 and 15** can work in basket room only.
- C. [Wis. Admin. Code § DWD 270.12\(14\)](#).

LIFTS

- A. SEE Hoists and Hoisting Apparatus and [Wis. Admin. Code § DWD 270.12\(12\)](#).

LIQUOR

- A. **OK for 14 and over** in establishment where strong spirituous or malt liquors are manufactured, bottled, stored, sold or given away **IF** they are not serving, selling, dispensing or giving away that liquor.
- B. **NOTE:** Taking orders for liquor does not constitute serving, selling, dispensing or giving away liquor.
- C. Minors may not act as bouncers, crowd controllers, or identification checkers where liquor is present.
- D. [Wis. Admin. Code § DWD 270.12\(15\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

LOCKOUTS

- A. SEE Strikes and Lockouts & [Wis. Admin. Code § DWD 270.12\(26\)](#).

LOGGING, SAW MILL, LATH MILL, SHINGLE MILL, OR COOPERAGE STOCK MILL

A. **OK for 16 and over-**

1. Offices
2. Repair or maintenance shop
3. Living and administrative quarters of logging camps
 - a. Construction
 - b. Operation
 - c. Repair or maintenance
4. Work in
 - a. Timber cruising
 - b. Surveying
 - c. Logging-engineering parties
 - d. Repair or maintenance of
 - (1) Roads
 - (2) Railroads
 - (3) Flumes
 - e. Forest protection
 - (1) Clearing fire trails or roads
 - (2) Piling and burning slash
 - (3) Maintaining fire fighting equipment
 - (4) Constructing and maintaining telephone lines
 - (5) Fire lookout or fire patrolman away from actual logging operations
 - f. Occupations not done in conjunction with or at same time and place as other occupations declared hazardous
 - (1) Peeling fence posts
 - (2) Pulpwood
 - (3) Chemical wood
 - g. Work in the feeding or care of animals related to logging
5. Work in permanent saw mill, lath mill, shingle mill, or cooperage stock mills
 - a. Offices

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- b. Repair or maintenance shop
 - c. Straightening, marking, or tallying lumber on the dry chain or the dry drop sorter
 - d. Pulling lumber from the dry chain
 - e. Cleanup in the lumberyard
 - f. Piling, handling or shipping of cooperage stock in yards or storage sheds
 - g. Clerical work in yards or shipping sheds such as done by order men, tallymen and shipping clerks
- B. ***Prohibited to ALL MINORS-***
- 1. All occupations in logging, and in the operation of any saw mill, lath mill, shingle mill or cooperage stock mill.
 - a. Felling or bucking of timber
 - b. Collecting or transporting of logs
 - c. Operation of or assisting in operation of power-driven machinery
 - d. Handling or use of explosives
 - e. Work on trestles
 - f. Portable saw mill
 - g. Lumberyard used for temporary storage of green lumber
 - h. Entering of saw mill building
 - i. Use of chain saws
- C. [Wis. Admin. Code § DWD 270.12\(17\).](#)

MACHINES

- A. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\).](#)
- B. SEE Bakery Machines & [Wis. Admin. Code § DWD 270.12\(4\).](#)
- C. SEE Circular Saws, Band Saws, Guillotine Shears & [Wis. Admin. Code § DWD 270.12\(25\).](#)
- D. SEE Hoists and Hoisting Apparatus & [Wis. Admin. Code § DWD 270.12\(12\).](#)
- E. SEE Metal forming, Punching and Shearing Power-Driven Machinery & [Wis. Admin. Code § DWD 270.12\(19\).](#)
- F. SEE Paper Products Machines & [Wis. Admin. Code § DWD 270.12\(22\).](#)

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- G. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).
- H. SEE Woodworking Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(27\)](#).

MANUFACTURING, MINING OR PROCESSING

- A. **OK for 16 and over.**
- B. SEE Factories; Machines; and Mining, other than Coal, & [Wis. Admin. Code § DWD 270.13\(13\)](#).

MARINAS

- A. **OK for 14 and over.**
- B. **OK for 16 and over** operating boats.

MEAL PERIODS

- A. At least 30 minutes shall be allowed for each meal period reasonably close to the usual meal period time, namely 6 a.m., 12 noon, 6 p.m. and 12 midnight. In no case may a minor work more than 6 consecutive hours without a meal period.
- B. [Wis. Admin. Code § DWD 270.11\(3\)](#).

MEAT GRINDERS

- A. ***Prohibited to ALL MINORS.***
- B. SEE Slaughtering, Meat Packing or Processing or Rendering & [Wis. Admin. Code § DWD 270.12\(18\)](#).

MEAT PACKING

- A. SEE Slaughtering, Meat Packing or Processing or Rendering & [Wis. Admin. Code § DWD 270.12\(18\)](#).

MEAT SLICERS AND SAWS

- A. ***Prohibited to ALL MINORS.***
- B. [Wis. Admin. Code § DWD 270.12\(18\)](#).

MERCANTILE ESTABLISHMENT (STORES)

- A. **OK for 14 and over.**

EMPLOYMENT/EQUIPMENT RESTRICTIONS

MERCURY

- A. SEE Mining other than Coal & [Wis. Admin. Code § DWD 270.12 \(20\)](#).

METAL FORMING, PUNCHING AND SHEARING POWER-DRIVEN MACHINES

- A. **OK for 16 and over IF** pressing and punching machines are equipped with automatic feed and ejection and with a fixed barrier to prevent hands or fingers of the operator from entering the area between the dies; power presses; and plate punches.
- B. **Prohibited to ALL MINORS**- Operator of or helper on the following power-driven metal forming, punching and shearing machines
- a. All rolling machines such as
 - (1) Bending
 - (2) Straightening
 - (3) Corrugating
 - (4) Flanging
 - (5) Bending rolls
 - (6) Hot or cold rolling mills
 - b. All pressing or punching machines such as (**except those with automatic feed and ejection**)
 - (1) Punch press
 - (2) Power presses
 - (3) Plate punches
 - c. All bending machines such as
 - (1) Apron brakes
 - (2) Press brakes
 - d. All hammering machines such as
 - (1) Drop hammers
 - (2) Power hammers
 - e. All shearing machines such as
 - (1) Guillotine or squaring shears
 - (2) Alligator shears
 - (3) Rotary shears
2. Occupations of setting up, adjusting, repairing, oiling or cleaning machines including those with automatic feed and ejection.

EMPLOYMENT/EQUIPMENT RESTRICTIONS

NOTE: Setting up, adjusting, repairing & cleaning is allowable provided the tasks are completed electronically; in a manner so that the youth is not accessing sharp or moveable parts; OR the equipment is locked out/tagged out with no power.

- C. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).
- D. SEE Circular Saws, Band Saws, Guillotine Shears & [Wis. Admin. Code DWD 270.12\(25\)](#).
- E. [Wis. Admin. Code § DWD 270.12\(19\)](#).

MINING OTHER THAN COAL

- A. **OK for 16 and over-**
 - 1. Offices, warehouse or supply house, change house, laboratory, and repair or maintenance shops not located underground
 - 2. Operations and maintenance of living quarters
 - 3. Surveying, repair and maintenance of roads, general cleanup such as cleaning brush and digging drainage ditches
 - 4. Track crews for building and maintaining track in open-cut metal mines when mining and haulage is not conducted at same time and place
 - 5. Surface placer mining operations other than placer dredging and hydraulic placer operations
 - 6. Metal mills other than in mercury recovery mills or mills using cyanide process
 - a. Jigs, sludge tables, flotation cells on drain filters
 - b. Hand sorting at picking table or picking belt
 - c. General cleanup
- B. **Prohibited to ALL MINORS-**
 - 1. The term all occupations in connection with mining *other than coal* shall mean all work performed
 - a. Underground in mines and quarries
 - b. On the surface at underground mines and underground quarries
 - c. Open-cut mines in or about
 - d. Open quarries
 - e. Clay pits

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- f. Sand and gravel operations
 - g. Placer mining operations at or about
 - h. Dredging operations for clay, sand or gravel at or about
 - i. Bore hole mining operations at or about
 - j. Metal mills, washer plants or grinding mills reducing the bulk of the extracted minerals at or about
 - k. Any other crushing, grinding, screening, sizing, washing or cleaning operations on extracted mineral except where part of a manufacturing process.
- C. [Wis. Admin. Code § DWD 270.12\(20\)](#).

MODELING

- A. No age limit. NOT in roadhouse, dance hall, tavern or similar place.
- B. No permit necessary.
- C. Parents must accompany minors under age 16.
- D. [Wis. Stat. §103.78](#).

MOTELS, HOTELS

- A. **OK for 14 and over.**
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

MOTOR VEHICLE DRIVER AND OUTSIDE HELPER

- A. **OK for 17-year-olds IF:**
 - 1. Driving is only occasional and incidental.
 - 2. Driving is restricted to daylight hours.
 - 3. Driving takes place within a 30-mile radius of the place of employment.
 - 4. The motor vehicle does not exceed 6,000 pounds gross weight.
 - 5. The minor has a valid driving license for the type of driving involved.
 - 6. The minor has no record of moving violations at the time of hire.
 - 7. The vehicle is equipped with safety belts and seat belt instruction is provided.
 - 8. The driving may not involve any of the following:
 - a. Towing of vehicles;

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- b. Route deliveries or route sales;
 - c. Transportation for hire of property, goods, or passengers;
 - d. Urgent, time-sensitive deliveries;
 - e. Transporting more than 3 passengers who are employees of the employer at any one time.
- B. ***Prohibited to ALL MINORS***- Outside helpers on motor vehicles. “Outside helper” means any individual, other than a driver, whose work includes riding on a motor vehicle outside the cab for the purpose of assisting in transporting or delivering goods.
- C. [Wis. Admin. Code § DWD 270.12\(21\)](#).

MOWERS

- A. **OK for 16 and over.**
- B. **OK for 14 and over IF** non-power driven mowers.
- C. **OK for 14 and over** in and around the private home of the employer and not in connection with his trade, business or profession with proper instruction in the handling and maintenance of such equipment. [Wis. Admin. Code § DWD 270.13\(15\)\(c\)](#).
- D. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)\(b\)4](#).

MUSICIANS

- A. SEE Band, Combos, Orchestras, Musicians and Public Exhibition, & [Wis. Stat. §103.78](#).

NEWSPAPER DELIVERY

- A. **OK for 12 and over.**
- B. SEE Street Trades & [Wis. Stat. §103.23\(2\)](#), & [Wis. Admin. Code § DWD 271](#).

NAIL GUNS

- A. ***Prohibited to ALL MINORS.***
- B. SEE Woodworking Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(27\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

NURSING HOMES

- A. **OK for 16 and over** (personal care of patients). Personal care includes assisting the patient in dressing, bathing, eating, ambulation (walking from place to place), etc.
- B. **For Patient Lifts**– SEE Hoists and Hoisting Apparatus and [Wis. Admin. Code § DWD 270.12\(12\)](#).
- C. **OK for 14 and over** to push patients in wheelchairs, but no loading and unloading of the chair. [Wis. Admin. Code § DWD 270.13\(9\)](#).

ORCHESTRAS

- A. SEE Bands, Combos, Orchestra, Musicians and Public Exhibitions, & [Wis. Stat. §103.78](#).

OUTDOOR THEATERS

- A. **OK for 14 and over**.

PAPER PRODUCTS MACHINES

- A. **OK for 16 and over IF** die cutting press, platen printing press and punch press machines are equipped with automatic feed and ejection and with a fixed barrier to prevent hands or fingers of the operator from entering the area between the dies; power presses; and plate punches.
- B. **OK for 16 and over**– may load materials into, but not operate or unload, a scrap paper baler or box compactor IF:
 - 1. Equipment meets ANSI standard.
 - 2. Equipment has on-off with key-lock system in control of an adult
 - 3. Equipment is off when not in use
 - 4. Equipment has posted notice of child labor restrictions
- B. **Prohibited to ALL MINORS**-
 - 1. Operating or assisting to operate any of the following power-driven paper products machines
 - a. Arm type wire stitcher or stapler
 - b. Circular or band saw
 - c. Corner cutter or mitering machine
 - d. Corrugating and single or double facing machine

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- e. Envelope die cutting press
- f. Guillotine paper cutter or shear
- g. Horizontal bar scorer
- h. Laminating or combining machine
- i. Sheeting machine
- j. Scrap paper baler
- k. Vertical slotter
2. Machines involving hand feeding
 - a. Platen die cutting press
 - b. Platen printing press
 - c. Punch press
3. Occupation of setting up, adjusting, repairing, oiling or cleaning these machines.

NOTE: Setting up, adjusting, repairing & cleaning is allowable provided the tasks are completed electronically; in a manner so that the youth is not accessing sharp or moveable parts; OR the equipment is locked out/tagged out with no power.

- C. [Wis. Admin. Code § DWD 270.12\(22\)](#).

PARENT-OWNED BUSINESS

- A. **OK for 12 and over IF** a parent owns the business.
- B. Children employed or permitted to work at any gainful occupation for their parent or guardian must be employed in compliance with the Child Labor regulations.
- C. [Wis. Stat. §§ 103.70, 103.67\(2\)\(g\) & \(4\), & 103.82\(3\)](#).

PARK STANDS

- A. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

PATIENT LIFTING

- A. SEE Hoists and Hoisting Apparatus and [Wis. Admin. Code § DWD 270.12\(12\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

PAVILIONS

- A. **OK for 14 and over.**
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

POOL ROOMS

- A. **OK for 14 and over.**

POWER-DRIVEN MACHINERY (light)

- A. **OK for 16 and over-**
 - 1. Operation or assisting in operation of the following machines:
 - a. Lawn and grader equipment/power mower and riding lawn mower
 - b. Snow blowers
 - c. Drill presses
 - d. Grinder wheels
 - e. Lathes (NOT Wood Lathes)
 - f. Portable power-driven machinery such as
 - (1) Drills
 - (2) Sanders
 - (3) Polishers (floor)
 - (4) Scrubbers (floor)
 - g. Welding, light
 - h. Spot welding
 - i. Power-driven golf carts (NOT on public roads)
 - j. Weed string trimmers (NOT bladed)
 - 2. **OK for 14 and over-**
 - a. Automatic washing machines
 - b. Vacuum cleaners
- B. [Wis. Admin. Code § DWD 270.13\(15\)](#).

PRESS BRAKES

- A. SEE Metal Forming, Punching and Shearing Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(19\)](#).

PRIVATE CLUBS

- A. **OK for 14 and over.**

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- B. SEE Cooking, Liquor and [Wis. Admin. Code § DWD 270.12\(15\)](#).

PROCESSING

- A. SEE Manufacturing, Mining and Processing & [Wis. Admin. Code § DWD 270.13\(13\)](#).

PUBLIC EXHIBITION

- A. No permit necessary.
- B. No minimum age except that no minor under 18 may work in the following in public exhibition:
1. Roadhouse
 2. Cabaret
 3. Dance hall
 4. Night club
 5. Tavern
 6. Or other similar place
- C. **NOTE:** These prohibitions do not apply to theatres, dinner theaters or dances held solely for minors, conducted by private clubs or civic organizations.
- D. [Wis. Stat. §103.78](#).

PUBLIC MESSENGER SERVICE

- A. **OK for 16 and over.**
- B. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code §§ DWD 270.12\(21\) & 270.13\(16\)](#).

PUBLIC UTILITIES

- A. **OK for 16 and over.**
- B. SEE Ladders & [Wis. Admin. Code § DWD 270.13\(4\)](#).

PUNCHING MACHINES

- A. SEE Metal Forming, Punching and Shearing Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(19\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

QUARRIES, MINES, GRAVEL PITS

- A. SEE Mining other than Coal & [Wis. Admin. Code § DWD 270.12\(20\)](#).

RACETRACKS AND FAIRS WITH PARI-MUTUEL BETTING

- A. **OK for 16 and over.**
B. [Wis. Admin. Code § DWD 270.13\(17\)](#).

RADIOACTIVE SUBSTANCES AND IONIZING RADIATIONS

- A. **OK for 16 and over** in workrooms with radioactive substances **IF**-
1. The radioactive substances present in the air are average concentrations less than 10% of maximum permissible concentrations recommended for occupational exposure.
 2. The ionizing radiation exposure to ionizing radiations is less than 0.5 rem per year.
 3. The radioactive substances are NOT mixtures of phosphorescent material and radium, mesothorium, or other radioactive material, OR incandescent mantles made from fabric and thorium salt solutions.
- B. ***Prohibited to ALL MINORS***- Students are **not allowed** in any workroom with exposure to ionizing radiations OR to any mixture of phosphorescent material and radium, mesothorium, or other radioactive material is stored, used, or made OR incandescent mantles made from fabric and thorium salt solutions are processed and packaged.
- C. [Wis. Admin. Code § DWD 270.12\(23\)](#).

RAILROADS

- A. SEE Transportation and [Wis. Admin. Code § DWD 270.13\(19\)](#).

RECREATION CENTERS

- A. **OK for 14 and over.**

RENDERING

- A. SEE Slaughtering, Meat Packing or Processing or Rendering & [Wis. Admin. Code § DWD 270.12\(18\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

RESORTS

- A. **OK for 14 and over.**
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

RESTAURANTS

- A. **OK for 14 and over.**
- B. **OK for 16 and over–**
 - 1. Cooking
 - 2. Baking
- C. ***Prohibited to ALL MINORS–***
 - 1. Meat slicers and grinders
 - 2. Serving, selling, dispensing, giving away alcoholic beverages
- D. SEE Liquor, Meat Slicers, Bakery Machines, Cooking & [Wis. Admin. Code §§ DWD 270.12\(4\), & \(15\), 270.13\(10\)](#).

RIDING ACADEMY

- A. **OK for 14 and over.**
- B. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code §§ DWD 270.12\(2\) & 270.13\(18\)](#).

ROLLER SKATING RINKS

- A. **OK for 14 and over.**

ROOFING OR WORK ON OR ABOUT A ROOF

- A. ***Prohibited to ALL MINORS–***
 - 1. Occupations performed in roofing OR on or about a roof.
- B. [Wis. Admin. Code § DWD 270.12\(24\)](#).

SALVAGE

- A. SEE Wrecking, Demolition and Shipbreaking & [Wis. Admin. Code § DWD 270.12\(28\)](#).

SANDERS

- A. **OK for 16 and over.**
- B. SEE Power-Driven Machinery (light) & [Wis. Admin. Code § DWD 270.13\(15\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

SAWS

- A. SEE Circular Saws, Band Saws, Guillotine Shears & [Wis. Admin. Code § DWD 270.12\(25\)](#).

SAW MILLS

- A. SEE Logging, Saw Mill, Lath Mill, Shingle Mill or Cooperage Stock Mill & [Wis. Admin. Code § DWD 270.12\(17\)](#).

SCAFFOLDS

- A. SEE Ladders & [Wis. Admin. Code § DWD 270.13\(11\)](#).

SERVICE STATIONS

- A. **OK for 16 and over-**
1. Operation or assisting in the operation:
 - a. grease rack lifts
 - b. service jacks
 - c. hand jacks
 - d. air compressors
 - e. tire changers
 - f. truck tire changers
 - g. wheel balancers
 - h. work in pits
 - i. work involving the inflation of any tire mounted on arm equipped with a removable retaining ring
 - j. hoists one ton or less
- B. **Prohibited to ALL MINORS-**
1. Operation or assisting in the operation of:
 - a. hoists used on tow trucks **no matter the capacity**
 - b. towing of vehicles
 - c. cranes
- C. SEE Hoists and Hoisting Apparatus & [Wis. Admin. Code §§ DWD 270.12\(12\), 270.13\(3\), & 270.13\(14\)](#).

SHEARING MACHINES

- A. SEE Metal Forming, Punching and Shearing Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(19\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

SHINGLE MILL

- A. SEE Logging, Saw Mill, Lath Mill, Shingle Mill or Cooperage Stock Mill & [Wis. Admin. Code § DWD 270.12\(17\)](#).

SHOE SHINING

- A. **OK for 14 and over** in stand or barber shop. [Wis. Stat. §103.70](#).
B. **OK for 12 and over** on any street or public place (Street Trades).
[Wis. Stat. §§103.21 & 103.22](#), & [Wis. Admin. Code Ch. DWD 271](#).

SKATING RINKS

- A. **OK for 14 and over**.

SKEET TRAP SHOOTING

- A. **OK for 16 and over** as skeet and trap loaders, and for pullers and scorers if work performed on gun range itself.
B. **OK for 14 and over** (General Employment).
C. [Wis. Admin. Code § DWD 270.13\(8\)](#).

SKI HILL

- A. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).
B. SEE Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

SLAUGHTERING, MEAT PACKING, PROCESSING OR RENDERING

- A. **OK for 16 and over-**
1. Messengers
 2. Runners
 3. Hand truckers
 4. Similar occupations
 5. Packaging and shipping lard and oils
 6. Lard roll machines
 7. Bacon cutting machines
 8. Belly rolling machines
- B. **Prohibited to ALL MINORS-**
1. Occupations listed below in or about slaughtering and meat

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- packing establishments, rendering plants, or wholesale, retail or service establishments
- a. Killing floor
 - b. Curing cellars
 - c. Hide cellars
 - d. Recovery of lard and oils
 - e. Tankage or rendering of the following into stock feeds, tallow, inedible greases, fertilizer ingredients and similar products.
 - (1) Dead Animals
 - (2) Animal offal
 - (3) Animal fats
 - (4) Scrap meats
 - (5) Blood
 - (6) Bones
 - f. Operation or feeding of the following power-driven meat processing machines, including setting up, adjusting, repairing, oiling or cleaning.
 - (1) Meat patty forming machines
 - (2) Meat and bone cutting:
 - (a) Saws
 - (b) Knives
 - (c) Head splitters
 - (d) Guillotine cutters
 - (e) Snout pullers & jaw pullers
 - (f) Skinning machines
 - g. Horizontal rotary washing machines
 - h. Casing-clearing machines such as
 - (1) Crushing
 - (2) Stripping
 - (3) Finishing
 - i. Grinding machines
 - j. Mixing machines
 - k. Chopping machines
 - l. Hashing machines
 - m. Presses
 - n. All boning occupations
 - o. Pushing or dropping of any suspended

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- (1) Carcass
- (2) Half carcass
- (3) Quarter carcass
- p. Hand lifting or hand carving
 - (1) Suspended carcass (beef, pork or horse)
 - (2) Half carcass (beef, pork or horse)
 - (3) Quarter carcass (beef or horse)
- C. [Wis. Admin. Code § DWD 270.12\(18\)](#).

SNOW BLOWERS

- A. **OK for 16 and over.**
- B. **OK for 14 and over** in and around the private home of the employer and not in connection with his trade, business or profession with proper instruction in the handling and maintenance of such equipment.
- C. SEE Power-Driven Machinery (light) and [Wis. Admin. Code § DWD 270.12\(15\)](#).

SPECIAL NEEDS EMPLOYEE

- A. Must have child labor permit even IF have a special minimum wage license.

SPRAYING OR DUSTING

- A. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\)](#).

STADIUMS

- A. **OK for 14 and over.**
- B. **Prohibited to ALL MINORS**- Minors may not act as bouncers, crowd controllers or identification checkers where liquor is present.
- C. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

STAPLE GUNS

- A. **Prohibited to ALL MINORS.**
- B. SEE Woodworking Power-Driven Machines & [Wis. Admin. Code § DWD 270.12\(27\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

STORES (Mercantile)

- A. **OK for 14 and over.**

STORAGE

- A. SEE Warehousing and Storage & [Wis. Admin. Code § DWD 270.13 \(20\)](#).

STREET CARNIVALS AND TRAVELING SHOWS

- A. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).

STREET TRADES

- A. **OK for 12 and over.** Selling & delivering newspapers, magazines and other merchandise, such as ice cream on public streets.
- B. **NOTE:** House to house for profit employers, who recruit minors to conduct street trades from house to house such as selling candy, pot holders, etc. are required to have a street trade permit, but must first obtain a written certification from the Department before a permit can be issued.
- C. [Wis. Stat. §103.23\(1\)](#) & [Wis. Admin. Code Ch. DWD 271](#).

STRIKES AND LOCKOUTS

- A. **Prohibited to ALL MINORS-**
1. Any occupations performed in or on the premises of any establishment where a strike or lockout is in active progress including picketing.
- B. [Wis. Admin. Code § DWD 270.12\(26\)](#).

SWIMMING INSTRUCTOR AIDS AND LIFEGUARDS

- A. **OK for 16 and over** as lifeguards, swimming instructors, and aides **IF** the minor has successfully completed a bona fide life saving course.
- B. **Minors 14 and 15** can work in basket room only.
- C. [Wis. Admin. Code § DWD 270.12\(14\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

TAVERNS

- A. **OK for 14 and over.**
- B. SEE Cooking, Liquor & [Wis. Admin. Code § DWD 270.12\(15\)](#).

TAXI

- A. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

TELEVISION (TV) ANTENNA AND TV CABLE

- A. *Prohibited to ALL MINORS.*
- B. SEE Roofing & [Wis. Admin. Code § DWD 270.12\(24\)](#).

THEATERS

- A. **OK for 14 and over.**

TOWER ERECTION

- A. *Prohibited to ALL MINORS.*
- B. SEE Roofing & [Wis. Admin. Code § DWD 270.12\(24\)](#).

TRACTORS (FARM-TYPE) AND OTHER SELF-PROPELLED VEHICLES

- A. **OK for 16 and over.**
- B. Under certain conditions, **OK for 14 and over.**
- C. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\)](#).

TRANSPORTATION OF PERSONS OR PROPERTY

- A. SEE Boats.
- B. SEE Motor Vehicle Driver and Outside Helper & [Wis. Admin. Code § DWD 270.12\(21\)](#).

TRAP SHOOTING AND SKEET LOADING

- A. **OK for 16 and over** as skeet and trap loaders, and for pullers and scorers if work performed on gun range itself.
- B. **OK for 14 and over** (General Employment).
- C. [Wis. Admin. Code § DWD 270.13\(8\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

TRAVELING SHOWS AND STREET CARNIVALS

- A. SEE Amusement Parks, Ski Hills, Street Carnivals and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).
- B. SEE Street Carnivals and Traveling Shows & [Wis. Admin. Code § DWD 270.13\(18\)](#).

TREE TRIMMING

- A. **OK for 16 and over.** NO power-driven saws.
- B. **OK for 12 and over.** Tree Farms with no other business= Agriculture. Can trim trees on a farm with non-power tools, with ladders no more than 20 feet higher.
- C. **Prohibited to ALL MINORS-** Farms with trees having butts more than 6" in diameter, over 15 feet long to be loaded in trucks would be considered logging-
- D. Tree Wreath Making- Christmas tree wreath making is manufacturing and the minor must be 16.
- E. SEE Agriculture & [Wis. Admin. Code § DWD 270.13\(6\)](#).

TRENCHES

- A. **OK for 16 and over** to work in ditches and trenches not exceeding 4 feet in depth at any point.
- B. **Prohibited to ALL MINORS-** Trenches, tunnels and caissons over 4 feet in depth.
- C. SEE Excavation Operations and Confined Space & [Wis. Admin. Code §§ DWD 270.12\(7\) and \(9\)](#).

WAREHOUSING AND STORAGE

- A. **OK for 16 and over.**
- B. [Wis. Admin. Code § DWD 270.13\(20\)](#).

WATER SLIDES

- A. **OK for 16 and over** to load and unload water slide riders.
- B. SEE Amusements, Ski Hills, Street Carnivals, and Traveling Shows & [Wis. Admin. Code § DWD 270.12\(2\)](#).

EMPLOYMENT/EQUIPMENT RESTRICTIONS

WELDING

- A. **OK for 16 and over** to do light or spot welding.
- B. Wis. Admin. Code § DWD 270.13(15).

WOODWORKING POWER-DRIVEN MACHINES

- A. **OK for 16 and over.**
 - 1. Removal of material or refuse if it has been conveyed away from table or point of operation by gravity chute, or by a mechanical means such as a moving belt or expulsion roller.
 - a. From a Circular saw
 - b. From a Guillotine-action veneer clipper
 - 2. Operations that do not involve removing material or refuse directly from a saw table or from the point of operation.
 - a. Carrying
 - b. Moving
 - c. Transporting
 - d. Piling
 - e. Stacking
 - f. Arranging material for feeding by another person
 - g. Sorting
 - h. Tying
 - i. Bundling
 - j. Loading
- B. **Prohibited to ALL MINORS-**
 - 1. Occupations of operating power-driven woodworking machines including chain saws and including supervising, controlling, feeding material into, helping operator to feed material into such machines.
 - 2. Occupations of setting up, adjusting, repairing, oiling or cleaning.

NOTE: Setting up, adjusting, repairing & cleaning is allowable provided the tasks are completed electronically; in a manner so that the youth is not accessing sharp or moveable parts; OR the equipment is locked out/tagged out with no power.
 - 1. Occupations of off-bearing from circular saws and from guillotine-action veneer clippers.

EMPLOYMENT/EQUIPMENT RESTRICTIONS

2. Power-driven woodworking machines fixed or portable or tools driven by power used or designed for:
 - a. Cutting
 - b. Shaping
 - c. Forming
 - d. Surfacing
 - e. Nailing
 - f. Stapling-Staple Guns
 - g. Wire stitching
 - h. Fastening
 - i. Or otherwise assembling, pressing or printing wood or veneer
 - j. Removal of material or refuse directly from saw table or point of operation

C. [Wis. Admin. Code § DWD 270.12\(27\)](#).

WREATHS – WREATH MAKING

A. SEE Tree Trimming

WRECKING, DEMOLITION AND SHIP-BREAKING

A. **OK for 16 and over IF-**

1. NOT at the site of total, or partial, razing, demolishing or dismantling:
 - a. work in salvage material yard
 - b. work in scrap metal yard

B. **Prohibited to ALL MINORS-**

1. All occupations including cleanup and salvage work performed at the site of total or partial razing, demolishing or dismantling of a:
 - a. Building
 - b. Bridge
 - c. Steeple
 - d. Tower
 - e. Chimney
 - f. Other structure
 - g. Ship or vessel

EMPLOYMENT/EQUIPMENT RESTRICTIONS

- h. Motor vehicle
- C. [Wis. Admin. Code § DWD 270.12\(28\).](#)

X-RAYS

- A. SEE Radioactive Substances and Ionizing Radiations & [Wis. Admin. Code § DWD 270.12\(23\).](#)

REFERENCES

Wisconsin Statutes [Chapter 103, Employment Regulations](#), December 31, 2011.

Wisconsin Administrative Code [Chapter DWD 270, Child Labor](#), August 2005.

Wisconsin Administrative Code [Chapter DWD 271, Street Trades](#), August 2005.

Wisconsin Department of Workforce Development, [Discover Wisconsin Youth Apprenticeship: A Handbook for Employers](#), OEI-10686-P, May 2007.

Wisconsin Department of Workforce Development, Equal Rights Division, [Permit Office Handbook: Child Labor and Street Trades](#), ERD-10258-P, July 2007.

Wisconsin Department of Workforce Development, Wisconsin Youth Apprenticeship Program, [Program Operations Manual](#), DETW-9654-P, December 2008.

"The experience provides a real world idea of how employees are expected to act and what is expected of them in the future."

Lesley Hammer, Hammer Chiropractic, LLC

For questions related to Child Labor Laws, contact the Wisconsin Department of Workforce Development, Equal Rights Division, Labor Standards Bureau at **(608) 266-6860**.

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