

## **SUMMARY**

### **YOUTH EMPLOYMENT IN CONSTRUCTION**

Federal and Arizona labor laws provide several prohibitions and exemptions to the prohibitions for youth employment in the construction trades. **It is important to understand both the prohibitions and the exemptions if you are considering youth employment activities.**

An employee under 16 years of age cannot do any construction related activity. Employees under 18 years of age cannot do some construction related jobs. Those activities include:

- Driving, or assisting in any manner as a helper in, a motor vehicle, except incidentally and to and from work.
- Operating power driven wood working machines or power saws.
- Hoisting operations with equipment or manual elevators rated over 1 ton.
- Operating power driven metal working machines including forming, punching or shearing.
- Wrecking and demolition, mining, quarrying and logging.
- Roofing or placing equipment on roofs.
- Excavation or tunnel operations, except manual excavation, backfilling, trenching or penetrations that do not exceed two feet in depth at any point.

However, there are exemptions to these prohibitions. **The prohibitions on 16 and 18-year-olds listed above do not apply to the following:**

- A person involved in a vocational or technical school program as defined by Title 15, Chapter 7, Article 5. All public school vocational programs fall under this category.
- Apprentices registered in programs approved by the Bureau of Apprenticeship and Training. Students indentured in ABA's Apprenticeship Program fall under this category.
- Persons who are; involved in career education programs, in 4H programs, high school graduates, G.E.D. holders or married.

You may also wish to consult your own insurance carrier to determine whether or not youth employment is covered by your policies.