



## Understanding the Basics of Children, Minors & Farm Work Resources

### Federal Statutes & Regulations

- Fair Labor Standards Act ([29 U.S.C. §§ 201–219](#)), See also [govinfo.gov](#)
  - [29 U.S.C. § 203](#), “Definitions” (See § 203(e)(3)—exempting certain family members from “Man-day” definition; (f) “agriculture”; and (u) “Man-day”)
  - [29 U.S.C. § 206](#), “Minimum wage”
  - [29 U.S.C. § 207](#), “Maximum hours”
  - [29 U.S.C. § 212](#), “Child labor provisions”
  - [29 U.S.C. § 213](#), “Exemptions”
    - § 213(a)(6)—exempting from minimum wage requirements employers not using more than 500 “Man-days,” certain family members, and certain “hand harvest laborers.”
    - § 213(c)(1)—exempting from child labor requirements certain children fourteen and under; (2)—applying child labor provisions for “particularly hazardous” occupations to “children below the age of sixteen.”
- [29 CFR Part 570](#), “Child Labor Regulations, Orders and Statements of Interpretation”
  - [29 CFR 570.2\(b\)](#), “Occupations in Agriculture”
  - [29 CFR Part 570 Subpart E](#), “Occupations Particularly Hazardous for the Employment of Minors Between 16 and 18 Years of Age or Detrimental to Their Health or Well-Being” (Non-Agricultural)
  - [29 CFR Part 570 Subpart E-1](#), “Occupations in Agriculture Particularly Hazardous for the Employment of Children Below the Age of 16”
  - [29 CFR 570.123](#), “Exemptions—Agriculture”

### U.S. Department of Labor (DOL) Resources:

- Fair Labor Standards Act in Agriculture—Overview (<https://www.dol.gov/agencies/whd/agriculture/flsa>)
- Child Labor Bulletin 102: Child Labor Requirements in Agricultural Occupations Under the Fair Labor Standards Act (<https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/childlabor102.pdf>)
- Fact Sheet #40: Overview of Youth Employment Provisions of the Fair Labor Standards Act (FLSA) for Agricultural Occupations (<https://www.dol.gov/agencies/whd/fact-sheets/40-child-labor-farms>)
- Agricultural Employer’s Pocket Guide on Youth Employment ([https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/ag\\_pocket\\_guide.pdf](https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/ag_pocket_guide.pdf))
- Particularly Hazardous Non-Agricultural Occupations <https://www.dol.gov/agencies/whd/child-labor/what-jobs-are-off-limits>
- U.S. DOL State Child Labor Laws Applicable to Agricultural Employment (<https://www.dol.gov/agencies/whd/state/child-labor/agriculture>)
- DOL “YouthRules” Employer Resources, “Ranches and Farms”:
  - Agricultural Jobs: Under 12 (<https://www.dol.gov/agencies/whd/YouthRules/young-workers/ag-under-12>)
  - Agricultural Jobs: 12-13 (<https://www.dol.gov/agencies/whd/YouthRules/young-workers/ag-12-13>)
  - Agricultural Jobs: 14-15 (<https://www.dol.gov/agencies/whd/YouthRules/young-workers/ag-14-15>)
  - Agricultural Jobs: 16+ (<https://www.dol.gov/agencies/whd/YouthRules/young-workers/ag-16-plus>)



## Understanding the Basics of Children, Minors & Farm Work Resources

### Pennsylvania Statutes & Regulations

- PA Child Labor Act ([Act of 2012 P.L. 1209, No. 151; 43 P.S. §40 et seq.](#))
- PA Seasonal Farm Labor Act ([Act of 1978, P.S. 537, No. 93; 43 P.S. §§ 1301.101–1301.606](#))
  - [43 P.S. § 1301.201](#). Minimum wages
  - [43 P.S. § 1301.202](#). Piece rates
  - [43 P.S. § 1301.203](#). Employment of minors
  - [43 P.S. § 1301.207](#). Hours of Labor
- [34 Pa. Code §§ 11.21–11.85](#), “Subchapter B: Employment of Minors in Industry”

### Pennsylvania Dept. Labor & Industry (L&I) Resources

- Employment of Minors Child Labor Act Website <https://www.pa.gov/agencies/dli/resources/compliance-laws-and-regulations/labor-management-relations/child-labor-act.html>
- Prohibited Occupations Under PA Child Labor Act [https://www.pa.gov/content/dam/copapwp-pagov/en/dli/documents/individuals/labor-management-relations/llc/documents/child\\_labor\\_law\\_prohibitions.pdf](https://www.pa.gov/content/dam/copapwp-pagov/en/dli/documents/individuals/labor-management-relations/llc/documents/child_labor_law_prohibitions.pdf)
- Child Labor Law Forms <https://www.pa.gov/agencies/dli/resources/compliance-laws-and-regulations/labor-management-relations/child-labor-act/forms.html>
  - Child Labor law Abstract (No. LLC-5) (must be posted by employers employing minors) <https://www.pa.gov/content/dam/copapwp-pagov/en/dli/documents/individuals/labor-management-relations/documents/llc-5.pdf>
  - Hours of Work for Minors Under 18 (No. LLC-17) (must be posted by employers employing minors) <https://www.pa.gov/content/dam/copapwp-pagov/en/dli/documents/individuals/labor-management-relations/documents/llc-17.pdf>

### Pennsylvania Dept. Education (PDE) Resources

- Pennsylvania Child Labor Law Website <https://www.pa.gov/agencies/education/programs-and-services/schools/school-services/child-labor-law.html>
- Forms:
  - Work Permit Application <https://www.pa.gov/content/dam/copapwp-pagov/en/education/documents/resources/codes-and-regulations/application%20for%20work%20permit.pdf>
  - Parental Acknowledgement of Minor's Duties and Hours of Employment <https://www.pa.gov/content/dam/copapwp-pagov/en/dli/documents/individuals/labor-management-relations/documents/llc-75.pdf>
  - Statement in Place of Parent's Signature/Verification <https://www.pa.gov/content/dam/copapwp-pagov/en/dli/documents/individuals/labor-management-relations/llc/documents/llc-38.pdf>
  - Farm and Domestic Service Permits: Exceptions to Compulsory Attendance <https://www.pa.gov/agencies/education/resources/policies-acts-and-laws/basic-education-circulars-becs/purdons-statutes/farm-and-domestic-service-permits.html>



## Understanding the Basics of Children, Minors & Farm Work Resources

### Resources to Find School Districts

- PA School Districts Interactive Map (Google Map)  
<https://www.google.com/maps/d/u/0/viewer?mid=1yOH0r4snzYbpgCDlpRwp7ZDkclP67hFX&ll=40.981382119365264%2C-77.64700604999994&z=8>
- PA School Districts & Intermediate Units Map  
[https://gis.penndot.gov/bpr\\_pdf\\_files/maps/education/statewide\\_iu\\_and\\_districts\\_web\\_map.pdf](https://gis.penndot.gov/bpr_pdf_files/maps/education/statewide_iu_and_districts_web_map.pdf)
- PA Dept. Community & Economic Development Municipality Lookup by Address  
<https://apps.dced.pa.gov/Munstats-Public/FindMunicipality.aspx>
- PA Department of Education—Types of Schools <https://www.pa.gov/agencies/education/resources/types-of-schools.html>

### Tractor & Machine Operation Program Resources

- National Safe Tractor & Machinery Operation Program (Penn State Extension)  
<https://extension.psu.edu/national-safe-tractor-and-machinery-operation-program>
- Gearing up (Purdue) <https://www.asec.purdue.edu/tractor/index.html>
- DOL Certificate: <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/WH-5.pdf>

### Federal Case

- *Lynnville Transport, Inc. v. Chao*, 316 F.Supp. 2d 790 (S.D. Iowa 2004) (affirming DOL penalties for minors' use of skid loader to move manure when shovel not raised from lowest level, stating, "The law applies equally to the employer who acts with the best of intentions as it does to the employer who would subject minor laborers to dangerous and abusive conditions.")