



U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division



CONSTRUCTION EMPLOYER'S QUICK GUIDE TO TEEN WORKER RULES

Minors under 16 years of age may only perform office or sales work in the construction industry. The federal rules also limit the number of hours and times of day that such youth may be employed.

Minors age 16 and 17 may work in the construction industry and on construction sites, but there are several tasks or jobs that are deemed to be too hazardous for them to perform, such as:

- Working in occupations involving the mixing, handling or transporting of explosive compounds;
- Driving a motor vehicle or working as an outside helper (17 year olds may drive automobiles and trucks on an incidental and occasional basis if certain criteria are met);
- Operating an elevator, crane, hoist, or forklift;
- Operating power-driven woodworking machines and metal forming, punching, and shearing machines - including portable machines;
- Operating power-driven circular and band saws and guillotine shears, including portable machines;
- Manufacturing hazardous materials such as brick, tile, and kindred products;
- Working in wrecking, demolition, and shipbreaking;
- Working in roofing and excavation.

Note: This is not the complete list of hazardous occupations and there are some exceptions provided for 16- and 17- year olds who are apprentices and bona-fide student-learners.

Minors age 18 and older may perform any work in construction.

This information is provided as a public service. Please visit us on the Internet at www.youthrules.dol.gov or contact us at our Toll-Free Help Line 1-866-4US-WAGE (TTY: 1-877-889-5627) for more detailed information.

State laws may have stricter rules regarding the employment of youth.