

KENTUCKY CHILD LABOR LAWS

KRS 339.210 through 339.450 establishes the laws pertaining to child labor. Minors between the ages of fourteen (14) and seventeen (17) may be employed in the state of Kentucky. Minors under the age of fourteen may accept employment in connection with an employment program supervised and sponsored by the Kentucky Department of Education and subject to the regulations of the commissioner of the Department of Workplace Standards. A minor shall not be permitted to work in any place of employment that the commissioner of workplace standards shall determine to be hazardous or injurious to the life, health, safety, or welfare of such minor unless the minor is at least sixteen, employed by his or her parent, or engaged in nonhazardous aspects of the electrical trades. Every person employing minors shall keep conspicuously posted in the establishment wherein any such minor is employed, a printed abstract of KRS 339.210 to 339.450, and a list of occupations prohibited to such minors, together with a notice stating the working hours per day for each day in the week required of them.

HOURS OF WORK PERMITTED FOR MINORS 14 TO 18 YEARS OF AGE

AGE	MAY NOT WORK BEFORE	MAY NOT WORK AFTER	MAXIMUM HOURS WHEN SCHOOL IS IN SESSION	MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION
14 & 15	7:00 AM	7:00 PM (9:00 PM June 1 through Labor Day)	Three (3) hours per day on school day Eight (8) hours per day on a non-school day Eighteen (18) hours per week	Forty (40) hours per week
16 & 17	6:00 AM	10:30 PM preceding school day/ 1:00 AM preceding non-school day	Six (6) hours per day on school day Eight (8) hours per day on non-school day Thirty (30) hours per week	NO RESTRICTIONS
16 & 17 years with parental permission	6:00 AM	11:00 PM preceding school day/ 1:00 AM preceding non-school day	Six and one-half (6.5) hours per day on school day Eight (8) hours per day on non-school day Thirty-two and one-half (32.5) or forty (40) hours per week	NO RESTRICTIONS

“School in session” means the time established by local school district authorities, pursuant to KRS 160.290.

Parental or guardian permission must be in writing and shall remain at the employer’s place of business.

A minor may work up to thirty-two and one-half (32.5) hours in any one (1) work week if a parent or legal guardian gives permission in writing. A minor may work up to forty (40) hours in any one (1) work week if a parent or legal guardian gives permission in writing, and the principal or head of the school the minor attends certifies in writing that the minor has maintained at least a 2.0 grade point average in the most recent grading period. School certification shall be valid for one (1) year unless revoked sooner by the school authority. The parental permission and school certification shall remain at the employer’s place of business.

Minors under 18 years of age shall not be permitted to work more than five (5) hours continuously without an interval of at least thirty (30) minutes for a lunch period. The beginning and ending of the lunch period shall be documented by the employer. No employer shall require any minor to work without a rest period of at least ten (10) minutes during each four (4) hours worked.

OCCUPATIONS PROHIBITED FOR MINORS UNDER 18 YEARS OF AGE

- Manufacturing, mining, or processing occupations, including occupations requiring the performances of any duties in work rooms or work places where goods are manufactured, mined, or otherwise processed.
 - Occupations in or about Plants or Establishments Manufacturing or Storing Explosives or Articles Containing Explosive Components.
 - Motor-vehicle Driver and outside helper on a motor vehicle.
 - Coal Mine Occupations.
 - Logging or Sawmill Operations.
 - Operation of Power-Driven Woodworking machines.
 - Exposure to Radioactive Substances.
 - Power-driven hoisting apparatus, including forklifts.
 - Operation of Power-Driven Metal Forming, punching, and shearing machines.
 - Mining, other than coal mining.
 - Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants, kitchens and Delis), wholesale establishments, and most occupations in meat slaughtering, packing, processing, or rendering.
- Operation of Power-driven bakery machines including vertical dough or batter mixers.
 - Power-driven paper products machines including scrap paper baler and cardboard box compactors.
 - Manufacturing bricks, tile, and kindred products.
 - Power-driven circular saws, band saws, and Guillotine shears.
 - Wrecking, demolition, and shipbreaking operations.
 - Roofing operations and all work on or about a roof.
 - Excavating operations.
 - In, about, or in connection with any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, sold for consumption, or dispensed unless permitted by the rules and regulations of the Alcoholic Beverage Control Board (except that he or she may be employed in places where the sale of alcoholic beverages by the package is merely incidental to the main business actually conducted).
 - Pool or billiard room.

Limited exemptions for 16- and 17-year-old apprentices and student-learners may apply.

Minors fourteen (14) but not yet sixteen (16) years of age may NOT be employees in: manufacturing, mining, or processing occupations, including occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed; occupations which involve the operation or tending of hoisting apparatus or any power-driven machinery other than office machines; operation of motor vehicles or service as helpers on such vehicles; public messenger service; occupations in connection with: (1) transportation of persons or property by rail, highway, air, water, pipeline, or other means, (2) warehousing and storage, (3) communications and public utilities, or (4) construction (including demolition and repair).

For questions, please contact the Kentucky Education and Labor Cabinet,Division of Wages and Hours at (502) 564-3534.