

Youth Working In Agriculture

- This presentation is divided into 5 sections. Click on the link to go to the Section:
 - [Section I](#) - Good Jobs Are Available Now And in Your Future
 - [Section II](#) - Farm Safety The Facts
 - [Section III](#) - Restricted Work Activities In Agriculture
 - [Section IV](#) - Preparing For Work In Agriculture
 - [Section V](#) - Safety On The Job

Youth Employment in Agriculture

Preparing For Work In Agriculture
Section IV

Minimum Age

- Generally, the minimum age to work in agriculture is 12
 - Able to do most hand work
 - Use certain tools and equipment
- Generally, the minimum age to work in non-agricultural jobs is 14



Minimum Age

- There are restrictions on what agricultural work you can do until you reach age 16
 - Operating dangerous equipment
 - Working in confined areas with certain animals
 - Working with dangerous pesticides or chemicals
 - And certain work practices

The Work Permit As A Certificate of Age

- Agricultural employment is exempt from Work Permit requirements, but
- You must have a “certificate of age” to work in agriculture
- A work permit qualifies as a certificate of age

Work Permit and Age Certificate
CA-6 for minors under 16 years of age

Regular/Temporary

Directions: Please print using an ink pen, or type.
See back of this form for details.

			Permit Number for school use (optional)
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Section I: To be completed by the Employer

Name of Business	Address	City	Zip
Applicant's Job Title	Hourly Wage	Hours of Employment: (total per week)	
Job Duties/Tasks to be performed by minor:		Earliest Starting Time	a.m./p.m.
		Latest Ending Time	a.m./p.m.
		Employer Signature (x)	
		Title	Date
		Telephone ()	

Employer Information:

- The employer must have a completed work permit form before a minor begins work.
- The employer must provide competent adult supervision at all times.
- The employer of the minor must comply with federal, state, and local laws and regulations, including nondiscrimination against any applicant or employee because of race, color, sex, age, religion, marital status, national origin, ancestry, or disability.

Section II: To be completed by Applicant

Name of Minor	Address	City	Zip
Name of School*	Address	City	Zip
Age	Date of Birth		School Status (check one) [] in school [] left school
	Month	Day Year	
Signature of Minor (x)			Name(s) of Parent(s)/Guardian(s)

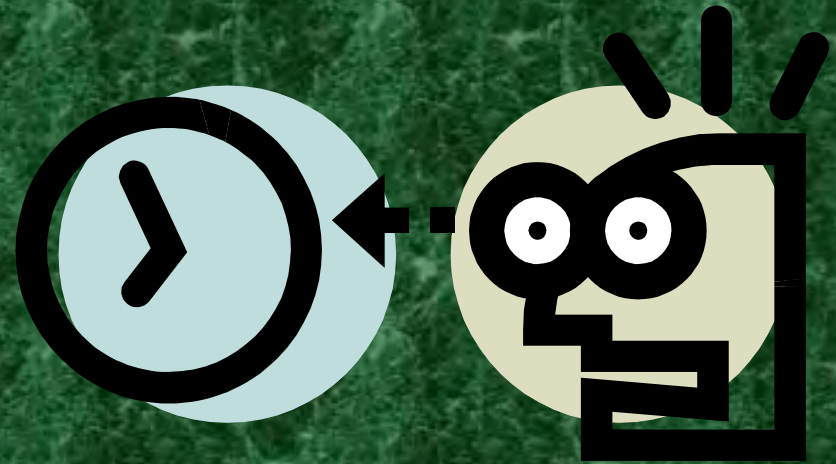
*present or last attended

Section III: To be completed by School's Issuing Officer

<p>This is to certify that:</p> <ol style="list-style-type: none"> (1) the minor personally appeared before me, (2) this form was properly completed, (3) listed job duties are in compliance with state and federal laws and regulations, (4) listed hours are in compliance with state and federal laws and regulations, (5) this form was signed by student and employer, and I authorize the issuance of this work permit. <p>Signature of Issuing Officer (x) Issue Date:</p>	<p>Evidence of Age confirmed by: (issuing officer checks one)</p> <p>[] Birth Certificate [] Certificate of Arrival in the U.S.</p> <p>[] Driver's License [] Other</p> <p>[] School Record [] Other</p> <p>[] Baptismal Certificate</p> <p>[] Hospital Record of Birth</p>	<p>Number of Hours in School (per week)</p>
<p>School Address City, State, Zip Telephone ()</p>		

So How Long Can You Work?

- May not be employed during school hours unless employed under a coop work agreement
- There are no maximum hours per week for agricultural work (except under cooperative work agreements)



Know What You Are Expected To Do

- Many farm employers will expect you to know what needs to be done on a farm because they and their family have grown up on the farm and “everyone knows” what needs to be done
- Always ask what it is you are supposed to do
- **IF YOU DON'T UNDERSTAND ASK AGAIN!**

Know How

You Are Expected To Work

- Picking apples, for example, is a learned skill
 - You cup the apple in your palm
 - Lift sideways and rotate the apple
 - Never grasp and pull down on the apple – you will put 5 nice big bruises on it
- Ask how to do the task if you are not certain how to do it



Listen Closely to Instructions

- You will likely hear jargon that you may not understand
- A good practice is to repeat the instructions in your own words to see if you understand
 - Your safety may depend on understanding how to do the work

Seeing Is Believing

- Many farmers will show you how to do a job
 - Ask questions about the job
 - What is it that needs to be done
 - What is the outcome
 - Are there specific things not to do or are there things that will cause a safety problem
 - Ask the farmer to watch you do the job a couple of times to make sure you're doing it right

Long Hours and Low Pay

- Many people believe farm work is not something they would want to do
 - Most who try farm work find it to be hard but rewarding work
 - Many will find their first work experience in agriculture
 - Others find that the agricultural work ethics they develop help them to find better jobs
 - Many business managers indicate they give hiring preference to youth with farm work experience

Questions?



Quiz

1. How many hrs/week can youth work on a farm?
A. 8 B. 48 C. Unlimited
2. Youth may work during school hours if they:
A. Skip school B. Quit C. Have a
Cooperative Education Plan
3. Work Permits are required for farm work.
A. True B. False
4. When your not sure how to do a task:
A. Ask how B. Just do the work C. Quit
5. To pick an apple squeeze hard and pull down.
A. True B. False

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Youth Employment in Agriculture

Preparing For Work In Agriculture
Section IV

Minimum Age

- Generally, the minimum age to work in agriculture is 12
 - Able to do most hand work
 - Use certain tools and equipment
- Generally, the minimum age to work in non-agricultural jobs is 14



14 and 15 Years of Age

A. Not Required to Attend School

1. Federal Provisions
 - a. Agricultural - May be employed at any time in agricultural occupations not declared hazardous.
 - b. Non-Agricultural - May be employed in Permitted Occupations (See non-agricultural hazardous occupations in this section) from 7 a.m. to 7 p.m. from Labor Day until June 1 and 7 a.m. to 9 p.m. from June 1 to Labor Day. Minors 14 and 15 years of age may work up to eight (8) hours per day and 40 hours per week.
2. State Provisions
 - a. Agricultural - Non hazardous farm work is exempt from hours of work requirements.(PA90 §409-119)
 - b. Non-Agricultural - May be employed up to six (6) days in one (1) week for a weekly average of up to eight (8) hours per day and totaling no more than 48 hours per week, provided the minor works no more than ten (10) hours in any one day. 14 and 15 year old minors may be employed from 7 a.m. to 9 p.m..
 - c. Farm Labor Contractor and Agricultural Services Employees - May be employed under non-agricultural provisions. State hazardous occupation provisions and Work Permit requirements apply. (6/99) (PA90 §409-110)

B. Required to Attend School

1. Federal Provisions
 - a. Agricultural - May not be employed during school hours unless employed by their parent or person standing in place of their parent.
 - b. Non-Agricultural - May be employed for no more than three (3) hours on a school day and no more than 18 hours in school weeks. They may work before and after school, holidays, Saturday, Sunday, vacation time and any day when the local (public) school where the minor is living is not in session.
2. State Provisions
 - a. Agricultural - 14 and 15 year old minors may work outside of school hours. They may also work during school hours if they are enrolled and employed under a work related educational program and there is a written agreement between the employer and the (minor's) board of education. Provided the employer has a signed copy on file before the minor begins employment.
 - b. Non-Agricultural - Minors may be employed outside of school hours under the same provisions as during non-school periods except that their combined work and school hours may not exceed forty-eight (48) hours. They may also work during school hours in a work related educational program.
 - c. Farm Labor Contractor and Agricultural Services Employees - May be employed under non-agricultural provisions. State hazardous occupation provisions and Work

Minimum Age

- There are restrictions on what agricultural work you can do until you reach age 16
 - Operating dangerous equipment
 - Working in confined areas with certain animals
 - Working with dangerous pesticides or chemicals
 - And certain work practices

See Section III for summaries of the Agricultural Hazardous Work Orders.

The Work Permit As A Certificate of Age

- Agricultural employment is exempt from Work Permit requirements, but
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Work Permit and Age Certificate
CA-6 for minors under 16 years of age

Directions: Please print using an ink pen, or type. See back of this form for details.

Regular/Temporary

Permit Number for school use (optional) _____

Section I: To be completed by the Employer

Name of Business	Address	City	Zip
Applicant's Job Title	Hourly Wage	Hours of Employment: (total per week)	
Job Dates/Tasks to be performed by minor:	Earliest Starting Time	a.m. / p.m.	
	Latest Ending Time	a.m. / p.m.	
Employee Signature (X)		Title	Date
Telephone () _____			

Employer Information:

- The employer must have a completed work permit form before a minor begins work.
- The employer must provide competent adult supervision at all times.
- The employer of the minor must comply with federal, state, and local laws and regulations, including nondiscrimination against any applicant or employee because of race, color, sex, age, religion, marital status, national origin, ancestry, or disability.

Section II: To be completed by Applicant

Name of Minor	Address	City	Zip
Name of School*	Address	City	Zip
Age	Date of Birth	School Status (check one)	
		<input type="checkbox"/> in school	<input type="checkbox"/> left school
Last Grade Completed			
Signature of Minor (X)		Name(s) of Parent(s)/Guardian(s)	
*Present or last attended			

Section III: To be completed by School's Issuing Officer

This is to certify that:

- (1) the minor personally appeared before me;
- (2) this form was properly completed;
- (3) listed job duties are in compliance with state and federal laws and regulations;
- (4) listed hours are in compliance with state and federal laws and regulations;
- (5) this form was signed by student and employee, and I authorize the issuance of this work permit.

Signature of Issuing Officer (X)	Issue Date:	Evidence of Age confirmed by (issuing officer checks one)		Number of Hours in School (per week)
		<input type="checkbox"/> Birth Certificate	<input type="checkbox"/> Certificate of Arrival in the U.S.	
		<input type="checkbox"/> Driver's License	<input type="checkbox"/> Other	
		<input type="checkbox"/> School Record	<input type="checkbox"/> Baptismal Certificate	
		<input type="checkbox"/> Hospital Record of Birth		
		School Address	City, State, Zip	
		Telephone () _____		

Form CA-6 (revised September, 1998) Coubard Office of Employment & Work Permit and Age Certificate Print on Pink Bond

CERTIFICATES OF AGE

FLSA authorizes the Secretary of Labor to issue regulations requiring employers to obtain proof of age of minor employees. (§12(d) FLSA also provides that "oppressive child labor shall not be deemed to exist" where the employer has on file a valid certificate certifying that an employee is above the oppressive child-labor age. (§3(1))

Under the federal regulations, a certificate of age may contain:

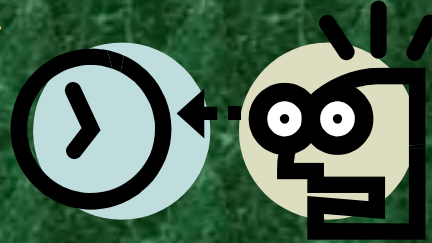
- (1) Name and address of minor;
- (2) Place and date of birth of minor, together with a statement indicating the evidence on which this is based;
- (3) Sex of minor;
- (4) Signature of minor;
- (5) Name and address of minor's parents or guardian;
- (6) Name, address and industry of employer;
- (7) Occupation of minor;
- (8) Signature of issuing officer; and
- (9) Date and place of issuance. (29 CFR § 570.6(a).

The federal regulation provides that acceptable proofs of age are a birth certificate, baptismal records, school records showing age plus a sworn statement by a parent or a certificate signed by a physician stating his opinion as to the age of the minor. (29 CFR § 570.7.)

The federal regulations provide that a certificate indicating the age of a minor issued by a state agency authorized to issue such certificates will be acceptable evidence of the age of a minor. (29 CFR §§ 570.5(b)(2) and 570.121(a)) Michigan is one of the 45 states which a state agency has been so authorized. (29 CFR § 570.9(a))

So How Long Can You Work?

- May not be employed during school hours unless employed under a coop work agreement
- There are no maximum hours per week for agricultural work (except under cooperative work agreements)



Under the Michigan Youth Employment Standards Act farm work is exempt from the act. Under the federal Fair Labor Standards Act youth between 12 and 16 years of age may work in agriculture when they are not required to be in school and there is no maximum number of hours they can work, school and work combined. This applies only to farm work as defined under the state act (SIC codes 01 and 02) and work defined as agricultural under the federal act (primary and secondary meanings of agriculture). Under the state act, determination the SIC code of the work the youth is doing looks to the actual work being done rather than the SIC code of the employer.

For example, a farmer may have a need to repair a roof that lost a single in a wind storm. Repairing the single is likely farm work as it is incidental to farm operations. On the other hand, if the farmer needs to replace a roof, that work is likely to be considered construction and be prohibited. In the case of it being agricultural work the ladder and scaffolding 20 feet prohibition will still apply.

The Michigan Department of Education oversees work-site based Cooperative Education programs. The guidelines for this program are available in the *Cooperative Education Plan Guidelines* booklet from MDE. Also see *Managing Work-Based Learning Programs* in the regulations section.

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- Always ask what it is you are supposed to do
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An old saying states that, “Common sense is simply the sum of a person’s life experiences.” For many people, work on the farm is neither common or done the way things are done at other jobs. For this reason both the employer and employee need to be aware of the need to communicate with each other.

There are a lot of terms specific to agriculture and related businesses. When your employer or supervisor uses a term you are not familiar with don’t be afraid to ask what it means. Even common terms may be misleading. For example, “Hoe the weeds in the field.” This presumes that you know the difference between a weed and the plants the farmer is trying to grow. Make sure you know which plants you are to hoe rather than making the mistake of hoeing the plants and leaving the weeds.

If you believe the task you are asked to do is too dangerous, let the employer know that you are not comfortable with the task or that you need a better explanation of the task or more training on how to safely perform the task.

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- Ask how to do the task if you are not certain how to do it



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5. To pick an apple squeeze hard and pull down.
A. True B. False

Answers: C. C. B. A. B.