

Terry E. Branstad, Governor
Kim Reynolds, Lt. Governor
Michael A. Mauro, Labor Commissioner



Child Labor

May 20, 2016

Dear Fair Organizer:

With your fair quickly approaching, we want to offer important information regarding minors work and hours that are permitted by Iowa Code Chapter 92. Please feel free to provide a copy of this letter to your vendors.

On June 1, 2015, new child labor work permit procedures became effective. Minors that are 14 and 15 years of age must have a work permit before beginning work (*Iowa Code Chapter 92.11 – Issuance of work permits and 92.14 – Contents of work permit*).

Listed below are partial requirements, for a complete list of permitted hours and permitted and prohibited occupations, please visit www.iowadivisionoflabor.gov/child-labor.

Permitted work hours for 14 and 15 years of age from June 1 – September 5, 2016:

Iowa Code Chapter 92.7 – Under sixteen hours permitted

- 7 am to 9 pm
- No more than 8 hours in a day
- No more than 40 hours in a week (Sunday through Saturday)
- If working 5 consecutive hours minors must have a ½ hour break

Permitted work for minors 14 and 15 years of age:

Iowa Code Chapter 92.5 – Fourteen and fifteen year old permitted occupations

- Office and clerical work
- Waitress, bus tables and cashier
- Basic cleaning (no dangerous or poisonous chemicals), including the use of a vacuum
- Kitchen work including preparing and serving some food and beverages, using dishwashers, toasters, popcorn poppers, milk shake blenders and coffee makers
- Collecting tickets for rides (may not operate or assist with rides)

Work NOT permitted for 14 and 15 years of age:

Iowa Code 92.6 – Occupations not permitted and 92.8 – Prohibited occupations

- Cooking and baking
- Operating rides or acting as an assistant or helping people in or out of the rides
- Operating power driven equipment (except as noted above)

Minors 16 and 17 years of age:

Iowa Code 92.8 – Prohibited occupations

- No restriction on work hours
- May not be employed or permitted to operate
 - Power-driven hoisting apparatus
 - Power-driven bakery machines
 - Golf carts
- May perform basic cleaning (no dangerous or poisonous chemicals)
- May not deliver or distribute goods from 10 pm to 5 am

Minors may work for a business that is operated by their parents and may be exempt from child labor laws only when the parent is on the premises. The exception does not apply to any other family members (*Iowa Code 92.17 – Exceptions*).

To print a copy of the required child labor application/work permit and additional information on Iowa Code, Chapter 92 and Iowa Administrative Rule 875, Chapter 32 visit www.iowadivisionoflabor.gov/child-labor.

To submit a child labor application/work permit use one of the following methods:

- Email - An autoreply will be sent as acknowledgment.
- Fax to 515-725-7957. Retain transmittal as proof of submission.
- Mail to Iowa Division of Labor - Child Labor, 1000 East Grand Avenue, Des Moines, IA 50319-0209. An email will be sent confirming receipt.

If you have questions please feel free to contact us:

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