



LOS ANGELES COUNTY

WIA Youth Programs

DIRECTIVE

Number: WIA YD10-06

Subject: Prohibited Occupation for Minors

Date: 09/29/2010

Effective Date: Immediately

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TO: WIA CONTRACTORS SPECIAL ATTENTION:

ARRA WIA Adult WIA Dislocated Worker WIA Youth
 Rapid Response

Purpose

The purpose of this Directive is to reinforce the California Labor Law, Section 8, *Prohibited Occupation*. This directive outlines the restrictions on the types of employment or WIA subsidized work experience.

References

- California Labor Laws 2000 State of California. [LC 1294.1; 29 CFR 570.34(b)]
- Emergency Contingency Fund, Technical Assistance Guide (TAG)-Section IV, *Work Experience*.

Policy

There are a number of occupations and/or activities in which youths, **16 and 17** years of age **may not** be employed. These include, but are not limited to:

- In gas stations, in any work using pits, racks, listing apparatuses, or inflating any tire mounted on a rim.
- Power-drive hoisting apparatuses (including forklifts).
- In or at that portion of an establishment primarily designed for on-site consumption of sale of alcoholic beverages.

There are a number of occupations and/or activities in which **minors under 16** years of age **may not** be employed. These include, but are not limited to:

- Any occupation that is declared prohibited for 16 or 17 year olds.
- Loading and unloading goods to and from trucks, railroad cars, or conveyors;
- All occupations in warehouses except office and clerical work.
- Work performed in or about boiler or engine rooms;

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- Occupations in the gasoline, retail, or food services industries involving maintenance or repair of the establishment, machines, or equipment;
- All work requiring the use of ladders, scaffolds, or their substitutes, including outside window washing that involves working from sills;
- Cooking (except at soda fountains, lunch counters, snack bars, or cafeteria serving counters where such cooking is performed in plain sight of customers and is not the minor's only duty);
- Occupations which involve operating, setting up, adjusting, cleaning, oiling, or repairing power-driven food slicers and grinders, food choppers, cutters, and bakery-type mixers;
- Work in freezers and meat coolers and all work in the preparation of meat for sale, wrapping, sealing, labeling, weighing, pricing, and stocking goods are permitted but only if these duties are performed in areas physically separate from freezers and meat coolers.
- In occupations in mining, manufacturing, or processing including any duties in related workroom

Procedures

Review job description carefully prior to the placement of a minor in any work experience. Monitor each site in a manner to detect potential problems. Once it comes to the attention of the "employer of record" that a site is problematic, remove the youth from the site and/or reassign the youth to a job that is in compliance with the California Child Labor Laws.

If you have any questions, please contact Barbara Banck at (213) 351-8924 or bbanck@css.lacounty.gov.



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