

Youth Labor on the Golf Course: What Do I Need to Know?

Required: Employers who hire children under 18 must comply with both federal and state laws. State laws take precedence.

Suggested: Although federal law does not require employers to obtain documentation of employees' ages, the U.S. Department of Labor strongly suggests that the employer get a federal or a state certificate of age.

Age Limitation — Federal standards: *Minors under 16 but over 14* may work for their own parents in any non-hazardous job. They also may work in a variety of areas including maintenance, but without using power-driven mowers or cutters.

Minors under 14 but over 12, can work in agricultural jobs (hand-harvesting) provided they have parental consent and don't work during school hours.

Wages: Minors must be paid the federal minimum wage and overtime pay unless they meet the criteria for a training wage. **Training Wage:** 16- to 19-year-old workers employed in an on-the-job training program that is registered with the Labor Department may be paid a training wage — at least 85 percent of minimum wage — for the first 90 days of employment.

Hours of Work: There are no federal limits on working hours for minors 16 to 17 years old.

Children under 16 may not work:

- during school hours
- more than 18 hours during any week when school is in session (40 hours when school is not in session);
- from 7 p.m. to 7 a.m. on any day except during summer (June 1 through Labor Day when the restricted hours are 9 p.m. to 7 a.m.) **Exception:** 14 and 15 year olds enrolled in a work experience or career exploration program during school hours.

Caution: There are serious penalties for violation of child labor laws.

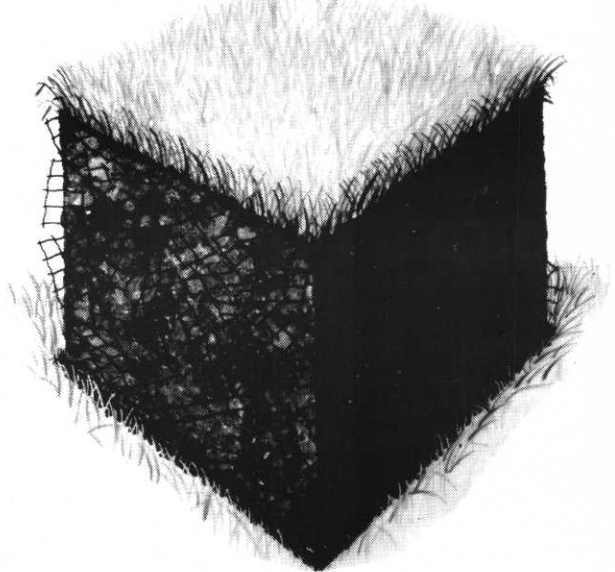
Bottom Line: Fourteen may be the minimum age for employing minors on the golf courses.

Information: Contact Employment Standards/U.S. Department of Labor and your state's labor department.



PATRICK REUSSE, guest speaker at the banquet, related some humorous stories from the Star Tribune.

Engineered Natural Turf



A contradiction in terms?



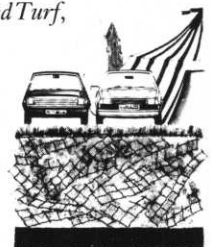
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