

- \* Excavation
- \* Foundries, except for the office, shipping, and assembly areas
- \* Dry cleaning or dyeing machinery
- \* Exposure to lead fumes or its compounds, or to dangerous dyes and chemicals
- \* Transmission, distribution, or delivery of goods or messages 10 p.m. to 5 a.m.
- \* Nude or topless dancing establishments

Prohibited to anyone under 16

- \* Manufacturing
- \* Mining
- \* Processing except when specifically allowed by statute
- \* Duties in workrooms or workplaces where goods are manufactured, mined, or processed
- \* Public messenger service
- \* Hoisting apparatus and power-driven machinery
- \* Transportation of persons or property
- \* Warehousing and storage
- \* Communications and public utilities
- \* Construction, including repair
- \* Boiler or engine rooms
- \* Maintenance or repair of an establishment, machines, or equipment
- \* Working from windowsills, ladders, scaffolds, or their substitutes
- \* Cooking, except at soda fountains, lunch counters, snack bars, or cafeteria serving counters, and baking
- \* Power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers
- \* Loading and unloading goods to and from trucks, railroad cars, or conveyors. See “Work Allowed for 15-year olds”
- \* Warehouses, except office and clerical work

**Exceptions From Child Labor Law**

- \* Parent’s business
- \* Modeling
- \* Acting and singing
- \* Charitable work
- \* Refereeing
- \* Iowa summer youth corps

*This is a summary of child labor law in Iowa. For details on work allowed, work prohibited, and exemptions see Iowa Code chapter 92.*

**Work-Based Learning**

Iowa Workforce Development and the Iowa Department of Education may grant exceptions for work-based learning, internships, registered apprenticeship programs and student learners. For further information:

Iowa Workforce Development at  
<https://www.iowaworkforcedevelopment.gov>  
 Iowa Department of Education at  
<https://educateiowa.gov>

**Minors Serving Alcohol**

Minors 16 and 17 can serve alcohol under certain conditions. For further information, contact the Alcoholic Beverages Division of the Iowa Department of Revenue at <https://abd.iowa.gov>.

**Federal Law**

Whether it’s hours or duties, you need to comply with the federal or state law that gives the most protection. For further information on federal restrictions, consult with the Wage and Hour Division of the Department of Labor at 866-487-9243, or see <https://www.dol.gov/agencies/whd/youthrules>.

**For Further Information**

If you have any questions or wish to report a child labor violation, contact:  
 Wage and Child Labor Unit  
[iachildlabor@iwd.iowa.gov](mailto:iachildlabor@iwd.iowa.gov)  
 Phone 515-631-8901

# Hiring Iowa Teens: A Guide for Employers About Iowa Child Labor Law



# *What an Employer Needs to Know*

As an employer, you are always seeking good employees to add to your business. Many youths are eager to work in Iowa, especially during the summer months. To a teenager, a job means money for school and other expenses, work experience, and help in deciding on a career.

Child labor permits are not required in Iowa. Still, as an employer, you should be aware that child labor laws restrict both hours and types of work.

## **Times and Hours—Under 16**

### Times

- \* 7 a.m. to 9 p.m. from Labor Day through May
- \* 7 a.m. to 11 p.m. from June 1 through Labor Day

### Hours

- \* 8 hours per day, 40 hours per week when school is not in session
- \* 6 hours per day, 28 hours per week when school is in session

A minimum half-hour break is mandatory after 5 hours of work.

Sixteen- and seventeen-year olds have no hour restrictions.

## **Allowed Work**

### Work Allowed for 14-year olds

- \* Retail, food service, and gasoline service establishments

- \* Office and clerical work, including operation of office machines
- \* Cashiering, selling, modeling, artwork, advertising departments, window trimming, and comparative shopping
- \* Price marking and tagging, assembling orders, packing, and shelving
- \* Bagging and carrying out customers' orders.
- \* Errand and delivery work by foot, bicycle, or public transportation
- \* Cleanup work, including vacuum cleaners and floor waxers, and maintenance of grounds
- \* Kitchen work and other work involved in preparing and serving food and beverages
- \* For motor vehicles and trucks: dispensing gasoline and oil, courtesy service, car cleaning, car washing, and car polishing
- \* Cleaning vegetables and fruits
- \* Wrapping, sealing, labeling, weighing, pricing, and stocking goods
- \* Loading and unloading from motor vehicles non-power-driven hand tools and personal protective equipment that the minor will use as part of their employment
- \* Laundering
- \* Removal of off-type plants and corn tassels and hand-pollinating from June 1 through Labor Day



### Work Allowed for 15-year-olds

- \* Loading and unloading non-power-driven equipment into motor vehicles (up to 30 pounds)
- \* Loading and unloading groceries and other retail items into motor vehicles (up to 30 pounds)
- \* Stocking shelves (up to 30 pounds)
- \* Lifeguard and swim instructor

## **Hazardous Duties**

### Prohibited to Anyone under 18

- \* Plants or establishments that manufacture or store explosives or articles containing explosive components. See Iowa Code chapter 92 for exceptions, including selling fireworks
- \* Logging and the operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill
- \* Power-driven woodworking machines
- \* Radioactive substances and to ionizing radiations
- \* Power-driven hoisting apparatus
- \* Power-driven metal forming, punching, and shearing machines
- \* Mining
- \* Slaughtering and meat packing establishments and rendering plants
- \* Power-driven bakery machines except for pizza dough rollers with required safety features
- \* Power-driven paper products machines. See Iowa Code chapter 92 for the baler exception
- \* Manufacturing brick, tile, and related products
- \* Circular saws, band saws, and guillotine shears
- \* Wrecking, demolition, and shipbreaking operations
- \* Roofing