

# UNDER 16

## Can They Or Can They Not?

This easy-to-use quick reference guide serves as a resource to protect teen workers on the job. This educational tool will allow the general public to get a better understanding on what jobs an employer MAY PERMIT or PROHIBIT when it comes to teen workers who are UNDER 16 years of age.

This manual contains **689** work-related duties listed in **alphabetical order**. Revised June 2011.

For each job listed, there will be a **YES** or **NO**

<b>YES</b>	meaning the minor under 16 <b>may perform</b>
<b>NO</b>	meaning the minor under 16 <b>may not perform</b>

While using this manual, please keep in mind the following important information:

<u>Age of Child</u>	<u>Child Labor Laws</u>
<b>Under 16</b>	Contact the <b>Oklahoma Department of Labor</b> at 1-888-269-5353 or <a href="http://www.labor.ok.gov">www.labor.ok.gov</a> for more information.  The Oklahoma Child Labor Law regulates legal age, work permit process, hours & times standards, breaks, and permitted/prohibited jobs.
<b>16 and over</b>	Contact the <b>United States Department of Labor</b> at 1-866-487-9243 or <a href="http://www.youthrules.dol.gov">www.youthrules.dol.gov</a> for more information.  The Fair Labor Standards Act regulates the 17 hazardous occupations orders.

# THINK SAFETY

## TRAINING EXERCISE INSTRUCTIONS

The purpose of the training exercise is to help you determine what duties a minor **under the age of 16 years** is able to perform while at work. Please complete the training exercise on the next page.

Youth employment safety is key. Providing safe jobs for youth may help prevent a possible injury or fatality on the job.

# DID YOU KNOW?

approximately

# 200,000

minors under 18 are injured on the job each year

approximately

# 77,000

of these cases required treatment in the hospital emergency room

on average

# 70

of these cases were fatal

**TRAINING EXERCISE**

- 1. In what industry does your business operate? \_\_\_\_\_
- 2. Look up the industry in the manual to determine whether this is even permitted.
- 3. Do you currently employ any minors under 16 years of age? \_\_\_\_\_
- 4. If yes, describe in detail the type of work these minors perform daily and list below.

**Job Duties**

**Yes / No**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

- 4. Based on the above responses, check the manual to determine whether the job is permitted. By each job duty, write down ‘**YES**’ if the minor may perform or ‘**NO**’ if the minor may not perform.
- 5. **For information about the employment of 16 and 17 year olds**, please contact the **United States Department of Labor** at [www.youthrules.dol.gov](http://www.youthrules.dol.gov) or 1-866-487-9243.

A

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
actor/actress (under 16)	exempt
advertising department	yes
agricultural (Check with USDOL)	exempt - state
air (transportation)	NO
air (transportation - office work)	yes
air (transportation - sales work)	yes
alcohol/alcoholic beverages	NO
ammunition (explosives)	NO
amusement park	yes
amusement park ride operator	NO
animal care	yes
animal fats (meat)	NO
animal feeding	yes
animal grooming	yes
animal offal (meat)	NO
apron brakes (metal-forming)	NO
apprentices (registered Bureau of Apprenticeship & Training/USDOL) (exemptions from hazardous occupations orders - refer to USDOL)	16 - 17 yrs
apprentices (registered by State Agency) (exemptions from hazardous occupations orders - refer to USDOL)	16 - 17 yrs
arcade (game room)	yes
art work	yes

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assembling orders

yes

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assembly line (manufacturing)

NO

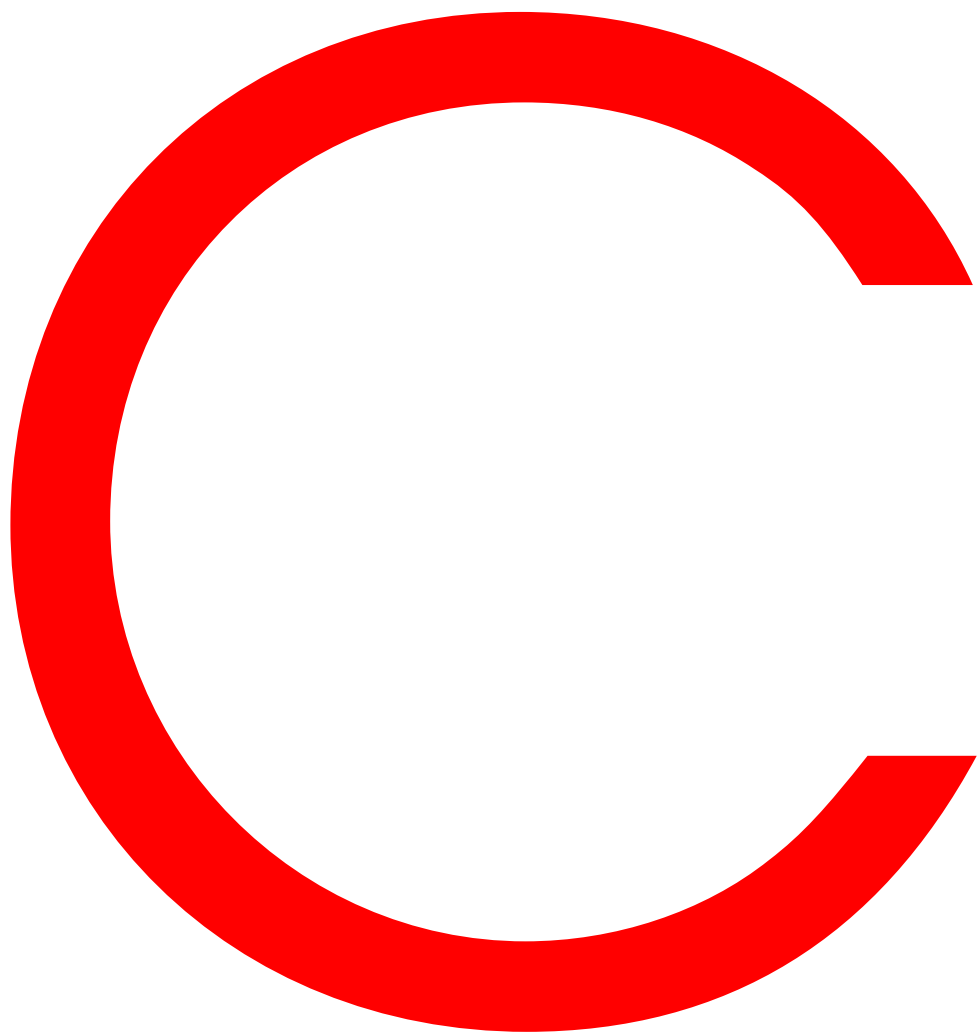
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B

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
babysitting (in business for self)	exempt
bag machine/bagmaking machine	NO
bagging customer orders	yes
bakery machines (power-driven)	NO
bakery-type mixers	NO
baking	NO
baler	NO
ball boy (see professional sports attendant)	yes exempt - hours
band saws (power-driven)	NO
bank teller (clerical)	yes
bar area (restaurant)	NO
bat boy (see professional sports attendant)	yes exempt - hours
bathing animals	yes
bathrooms (clean up work)	yes
battermixer (bakery machine)	NO
beading machines (metal-forming)	NO
bending rolls (metal-forming)	NO
black powder (explosives)	NO
blasting caps (explosives)	NO
bleach	yes



blenders (milk shake - kitchen work)	yes
blood	NO
blood (meat)	NO
blower machine (leaves)	NO
boiler rooms	NO
bones (meat)	NO
boning occupations (meat)	NO
bottoming machine (bags)	NO
bowling alley	yes
bowling alley machines	NO
box crusher	NO
boxmaking machine (collapsible boxes)	NO
bread dividing, rounding, or molding machine	NO
brick (manufacturing)	NO
bridges/overpasses	NO
bundling machine	NO
bus tables (restaurant)	yes



<b>Job Description</b> (alphabetical listing)	<b>Can 14 or 15 year old perform?</b> (refer 16-17 year olds to USDOL)
cable installation	NO
cafeteria	yes
calculator machine	yes
calendar roll and plating machine	NO
car cleaning (in connection with cars/trucks)	yes
car/truck (car cleaning)	yes
car/truck (courtesy service on premises of gasoline service stations)	yes
car/truck (dispensing gasoline and oil)	yes
car/truck (inflation of tires mounted on rim with removable ring)	NO
car/truck (lifting apparatus)	NO
car/truck (pits)	NO
car/truck (polishing)	yes
car/truck (racks)	NO
car/truck (washing)	yes
carcass (meat)	NO
cardboard crusher	NO
carrying out customer orders	yes
cart caddy	NO
cash	yes
cash register machine	yes

cashiering	yes
cement work/construction	NO
chemical sprays (pump motorized)	NO
children working for parents who own business (Check with USDOL - federal exemption may not apply if hazardous work)	exempt - state
choppers	NO
church	yes
cigarette carton opener and tax stamping machine	NO
circular saws (power-driven)	NO
circular saws (woodworking)	NO
clasp machine	NO
clay (brick/kindred products)	NO
clay construction (brick/kindred products)	NO
clay products (brick/kindred products)	NO
clean up work	yes
clean up work - machinery	NO
clean up work - power-driven equipment	NO
cleaning chemicals	yes
cleaning fruits (separate from areas where meat is prepared)	yes
cleaning fruits (warehouse)	NO
cleaning vegetables (separate from areas where meat is prepared)	yes
cleaning vegetables (warehouse)	NO
clerical work	yes

clerk	yes
clippers	NO
clippers (guillotine action veneer - woodworking)	NO
clorox	yes
coal (mining)	NO
coating machine (paper products)	NO
coffee grinders (kitchen work)	yes
college/university	yes
combining machines (paper products)	NO
commercial laundry (laundering)	NO
communications	NO
communications (office work)	yes
communications (sales work)	yes
compactor	NO
comparative shopping	yes
computer (office/clerical)	yes
computer printer (office/clerical)	yes
concession stand	yes
construction	NO
construction (demolition)	NO
construction (office work)	yes
construction (repair)	NO
construction (sales work)	yes

construction site	NO
conveyors	NO
cookie machines (bakery)	NO
cooking	NO
coolers	NO
coolers (meat)	NO
cooperage stock mill	NO
copier machine (office/clerical)	yes
corner stayer (paper products machine)	NO
corrugating machines (metal-forming)	NO
counters (cafeteria serving)	yes
counters (lunch)	yes
counting, stacking and ejecting machine (paper products)	NO
courtesy service on premises of gasoline service stations (cars/trucks)	yes
coupon book (manufacturing)	NO
covering, lining, or wrapping machine (setup boxes)	NO
cracker machines (bakery)	NO
cracking nuts (processing)	NO
cranes (hoisting apparatus)	NO
creping machine	NO
curing cellars (meat)	NO
custodial work	yes

custom letting (silk screening)	NO
-----	-----
cutters (food) (power-driven)	NO
-----	-----
cutters (paper products) (power-driven)	NO
-----	-----
cutters (power driven)	NO
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D



<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
daycare center	yes
dead animals (meat)	NO
deep fryers	NO
delivery drivers	NO
delivery of newspapers to consumers	exempt
delivery service	NO
delivery work (by bicycle)	yes
delivery work (by foot)	yes
delivery work (by public transportation)	yes
demolition (construction)	NO
demolition operations	NO
dental molding machines	NO
dentist office	yes
derricks (hoisting apparatus)	NO
dishwashers (kitchen work)	yes
dispensing gasoline (in connection with cars/trucks)	yes
dispensing oil (in connection with cars/trucks)	yes
domestic service	exempt
door-to-door sales	NO
dornbusch machine (wallpaper)	NO
doughmixer (horizontal/vertical bakery machine)	NO

dressing poultry (processing)	NO
driver (motor vehicles)	NO
driving	NO
drug store	NO
dry cleaning (laundering)	NO
dryer/washer	NO
dumbwaiters (kitchen work)	yes

**E**

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
ejecting machine (paper products)	NO
elevator (power-driven hoisting or lowering mechanism)	NO
employment by parent owning business (check with USDOL if hazardous)	exempt
ending machine (setup boxes)	NO
engine rooms	NO
envelope die-cutting press	NO
envelope machine	NO
equipment/machines	NO
errand boys/girls	yes
errand work (by bicycle)	yes
errand work (by foot)	yes
errand work (by public transportation)	yes
excavation operations	NO
explosives (ammunition)	NO
explosives (black powder)	NO
explosives (blasting caps)	NO
explosives (fireworks)	NO
explosives (high explosives)	NO
explosives (manufacturing)	NO
explosives (primers)	NO
explosives (smokeless powder)	NO

explosives (storing)

NO

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F

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
facing machines (corrugating/single/double - paper products)	NO
factory	NO
factory workshop	NO
farm (owned or operated by minor's parents)	exempt
farm (parents employed - parental consent) (covered under FLSA)	12 - 13 yrs
farm (written parental consent - non hazardous jobs) (covered under FLSA)	under 12 yrs
farm (youths under 12 yrs working with employees) (covered under FLSA)	NO exempt - state
farming (hazardous) (covered under FLSA)	NO exempt - state
farming (hazardous - agricultural chemicals) (covered under FLSA)	NO exempt - state
farming (hazardous - ammonium nitrate) (covered under FLSA)	NO exempt - state
farming (hazardous - anhydrous ammonia) (covered under FLSA)	NO exempt - state
farming (hazardous - auger conveyor) (covered under FLSA)	NO exempt - state
farming (hazardous - automobile driving) (covered under FLSA)	NO exempt - state
farming (hazardous - black powder) (covered under FLSA)	NO exempt - state
farming (hazardous - blasting agent) (covered under FLSA)	NO exempt - state
farming (hazardous - blasting caps) (covered under FLSA)	NO exempt - state

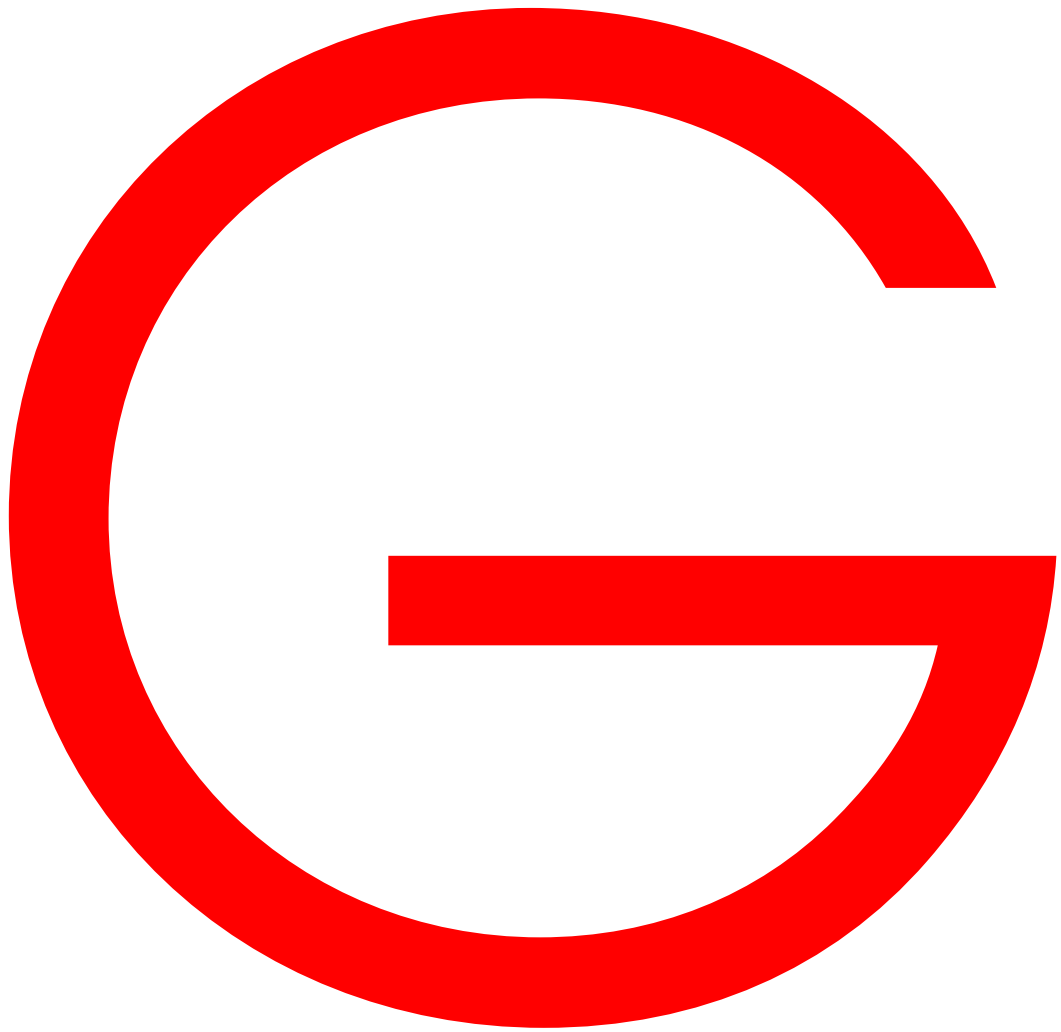
farming (hazardous - boars) (covered under FLSA)	NO exempt - state
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farming (hazardous - breeding) (covered under FLSA)	NO exempt - state
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farming (hazardous - bulls) (covered under FLSA)	NO exempt - state
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farming (hazardous - bus driving) (covered under FLSA)	NO exempt - state
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farming (hazardous - chemicals) (covered under FLSA)	NO exempt - state
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farming (hazardous - corn picker) (covered under FLSA)	NO exempt - state
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farming (hazardous - cotton picker) (covered under FLSA)	NO exempt - state
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farming (hazardous - cow with newborn calf, umbilical cord present) (covered under FLSA)	NO exempt - state
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farming (hazardous - crop dryer) (covered under FLSA)	NO exempt - state
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farming (hazardous - driving) (covered under FLSA)	NO exempt - state
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farming (hazardous - dynamite) (covered under FLSA)	NO exempt - state
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farming (hazardous - earthmoving equipment) (covered under FLSA)	NO exempt - state
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farming (hazardous - feed grinder) (covered under FLSA)	NO exempt - state
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farming (hazardous - forage blower) (covered under FLSA)	NO exempt - state
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farming (hazardous - forage harvester) (covered under FLSA)	NO exempt - state
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farming (hazardous - forklift) (covered under FLSA)	NO exempt - state
farming (hazardous - grain combine) (covered under FLSA)	NO exempt - state
farming (hazardous - hay baler) (covered under FLSA)	NO exempt - state
farming (hazardous - hay mower) (covered under FLSA)	NO exempt - state
farming (hazardous - ladders) (covered under FLSA)	NO exempt - state
farming (hazardous - manure pit) (covered under FLSA)	NO exempt - state
farming (hazardous - mobile pea viner) (covered under FLSA)	NO exempt - state
farming (hazardous - nonwalking-type rotary tiller) (covered under FLSA)	NO exempt - state
farming (hazardous - pigs, suckling) (covered under FLSA)	NO exempt - state
farming (hazardous - potato combine) (covered under FLSA)	NO exempt - state
farming (hazardous - potato digger) (covered under FLSA)	NO exempt - state
farming (hazardous - power-driven saws) (covered under FLSA)	NO exempt - state
farming (hazardous - power post driver) (covered under FLSA)	NO exempt - state
farming (hazardous - power post-hole digger) (covered under FLSA)	NO exempt - state
farming (hazardous - primer cord) (covered under FLSA)	NO exempt - state

farming (hazardous - saws) (covered under FLSA)	NO exempt - state
farming (hazardous - scaffolds) (covered under FLSA)	NO exempt - state
farming (hazardous - self-unloading trailer) (covered under FLSA)	NO exempt - state
farming (hazardous - self-unloading wagon) (covered under FLSA)	NO exempt - state
farming (hazardous - silage) (covered under FLSA)	NO exempt - state
farming (hazardous - silo) (covered under FLSA)	NO exempt - state
farming (hazardous - sows) (covered under FLSA)	NO exempt - state
farming (hazardous - storage) (covered under FLSA)	NO exempt - state
farming (hazardous - timber) (covered under FLSA)	NO exempt - state
farming (hazardous - tractor) (covered under FLSA)	NO exempt - state
farming (hazardous - trencher) (covered under FLSA)	NO exempt - state
farming (hazardous - truck driving) (covered under FLSA)	NO exempt - state
farming (hazardous - unloading mechanism) (covered under FLSA)	NO exempt - state
farming (non-hazardous)	yes
facsimile machine	yes
fax	yes

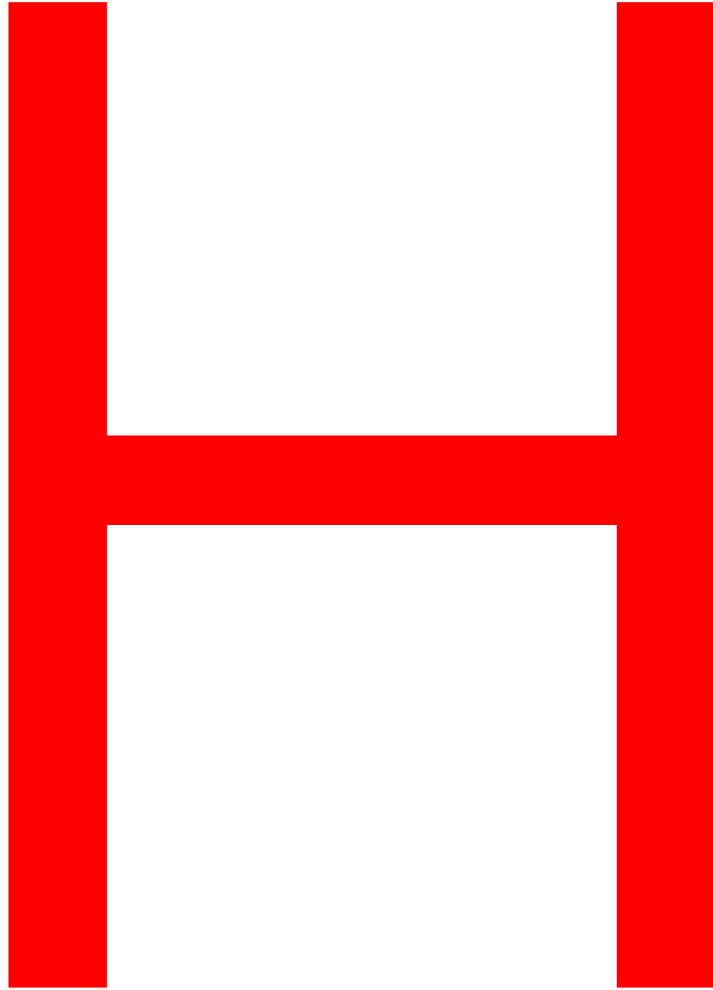
feeding animals	yes
fertilizer ingredients (meat)	NO
filleting of fish (processing)	NO
fireworks (explosives)	NO
fireworks (retail stand)	yes
fitness facility	yes
flanging machines (metal-forming)	NO
floor waxers (clean up work)	yes
flower shop (retail sales)	yes
folding machine	NO
food choppers	NO
food cutters	NO
food grinders	NO
food processors (meat)	NO
food service establishment	yes
food slicers	NO
forklifts	NO
freezers	NO
framing (construction)	NO
fryer	NO



**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

gasoline service establishment	yes
gluing, scaling, or gumming machine	NO
golf cart (motor vehicle)	NO
golf course	yes
grease	NO
grease (inedible - meat)	NO
grease vats	NO
grills	NO
grinders (food)	NO
grocery store	yes
grooming animals	yes
grounds maintenance (not power-driven)	yes
guillotine action veneer clippers (woodworking)	NO
guillotine shears (power-driven)	NO
gumming machine (paper products)	NO



<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
hammers (drop hammers - metal-forming)	NO
hammers (power hammers - metal forming)	NO
hammering machines (metal-forming)	NO
hand-held knife (not power-driven)	yes
hand-held saw (not power-driven)	yes
hands (non-hazardous)	yes
hangar (aircraft)	NO
haunted house	yes
haunted house characters	yes
hide cellars (meat)	NO
high explosives (explosives)	NO
highway (transportation)	NO
highway (transportation - office work)	yes
highway (transportation - sales work)	yes
hoisting apparatus (cranes)	NO
hoisting apparatus (derricks)	NO
hoisting apparatus (elevator/lowering mechanism)	NO
hoisting apparatus (operation)	NO
hoisting apparatus (tending)	NO
hollow structural tile (brick/kindred products)	NO
home repair work (construction)	NO

horizontal bar scorer (paper products)	NO
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horizontal doughmixer	NO
-----	-----
horizontal rotary washing machine	NO
-----	-----
host/hostess	yes
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<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
ice arena/skating rink	yes
ice machine (cleaning inside ice machine)	NO
inedible greases (meat)	NO
inflation of tires mounted on rim with removable retaining ring	NO
independent contractor/self employed	yes (federal ID #)
installation work	NO
interfolding machine (paper products)	NO
inventory work (manufacturing)	NO
intern (non-hazardous occupation)	yes
iron	NO

J

**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

-----  
janitorial work (non-hazardous environment)

yes

-----  
Job Training Partnership Act (JTPA)

yes

-----  
jogging machine (paper products)

NO

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**K**

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
kennel tech	yes
keyboard (computer)	yes
killing floor (meat)	NO
kindred products (manufacturing)	NO
kitchen work (coffee grinders)	yes
kitchen work (dishwashers)	yes
kitchen work (dumbwaiters)	yes
kitchen work (milk shake blenders)	yes
kitchen work (popcorn poppers)	yes
kitchen work (toasters)	yes
knives (not power-driven)	yes
knives (power-driven)	NO



**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

labeling goods (separate from areas where meat is prepared)	yes
lacer machine (paper products)	NO
ladders	NO
laminating machines (paper products)	NO
lard recovery (meat)	NO
lath mill	NO
laundering (commercial laundry)	NO
laundering (dry cleaning)	NO
laundry (steam)	NO
laundry room	NO
leaf blowing machine	NO
library	yes
lifeguard (certified - minimum age 15)	yes
lifting apparatus (in connection with cars/trucks)	NO
lining machine (setup boxes)	NO
loading goods (to and from conveyors)	NO
loading goods (to and from railroad cars)	NO
loading goods (to and from trucks)	NO
logging	NO
lunch counters	yes



**M**

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
machines/machinery	NO
maintenance (maintenance - repair, painting)	NO
maintenance (clean up work/janitorial/custodial)	yes
maintenance of equipment	NO
maintenance of grounds (no power driven mowers/cutters)	yes
maintenance of machines	NO
manual (non-hazardous)	yes
manufacturing	NO
manufacturing (brick)	NO
manufacturing (explosives)	NO
manufacturing (kindred products)	NO
manufacturing (tile)	NO
mascot	yes
meat	NO
meat coolers	NO
meat packing	NO
meat preparation	NO
meat processing	NO
meat rendering	NO
messengers	yes
metal-forming (power-driven)	NO

milk shake blenders (kitchen work)	yes
mill	NO
mill (cooperage stock mill)	NO
mill (lath mill)	NO
mill (sawmill)	NO
mill (shingle mill)	NO
mining	NO
mixed drinks	NO
mixers (bakery-type)	NO
modeling	yes
morning work (state/federal child labor laws apply)	yes
motor vehicles	NO
motor vehicles (driver)	NO
motor vehicles (golf)	NO
motor vehicles (outside helper)	NO
motor vehicles (passenger)	NO
motor vehicles (service helper)	NO
mowers (power driven)	NO
museum	yes

**N**

**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

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newspaper delivery exempt

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night work (state/federal child labor laws apply) yes

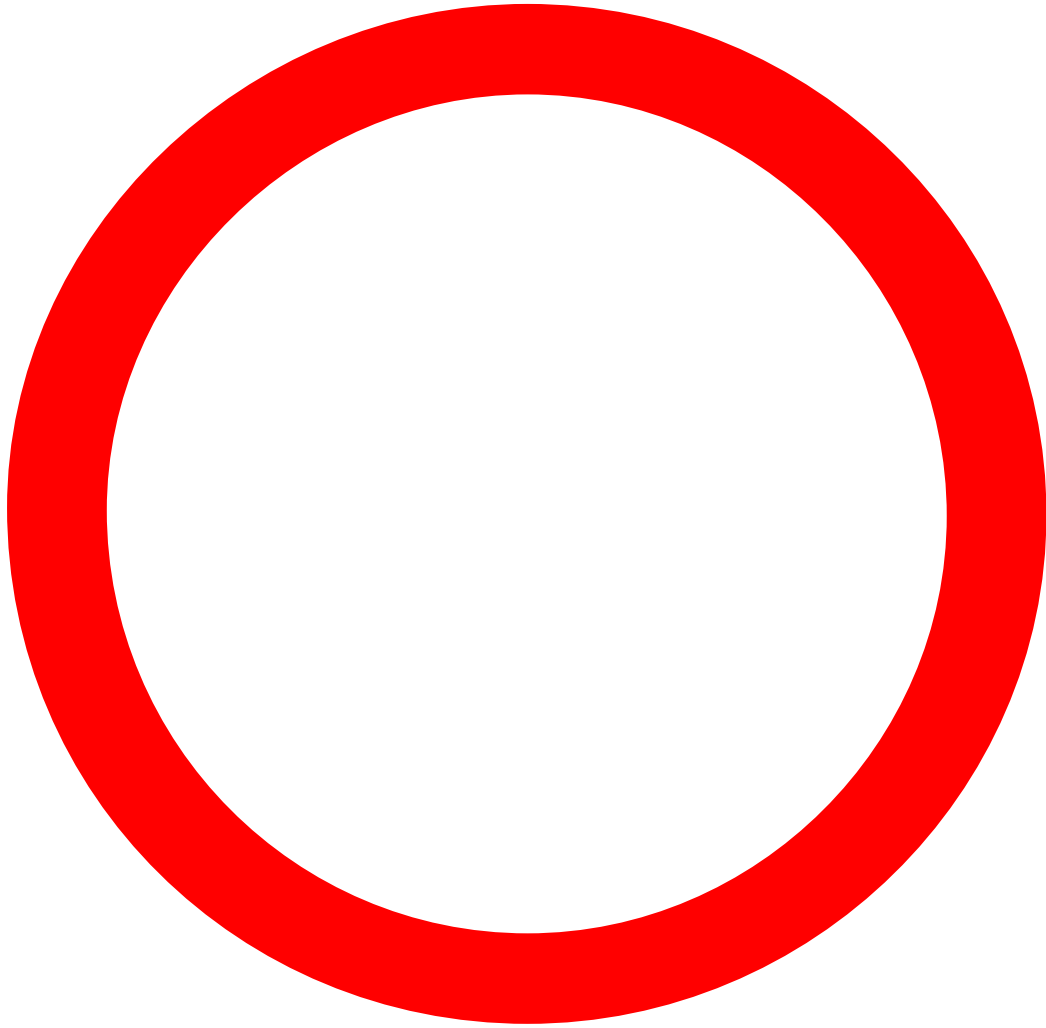
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non-hazardous (non-agricultural) yes

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nursing home yes

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**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

occupation found and declared to be hazardous	NO
office work	yes
office machine	yes
office machine (calculator)	yes
office machine (computer)	yes
office machine (computer printer)	yes
office machine (copier)	yes
office machine (facsimile machine)	yes
office machine (paper shredder)	yes
office machine (pencil sharpener)	yes
oils recovery (meat)	NO
operation of hoisting apparatus	NO
operation of power driven machine/machinery	NO
operations (demolition)	NO
operations (excavation)	NO
operations (roofing)	NO
operations (shipbreaking)	NO
operations (wrecking)	NO
outside window washing	NO
ovens	NO
overpasses/bridges	NO

overtime work

NO

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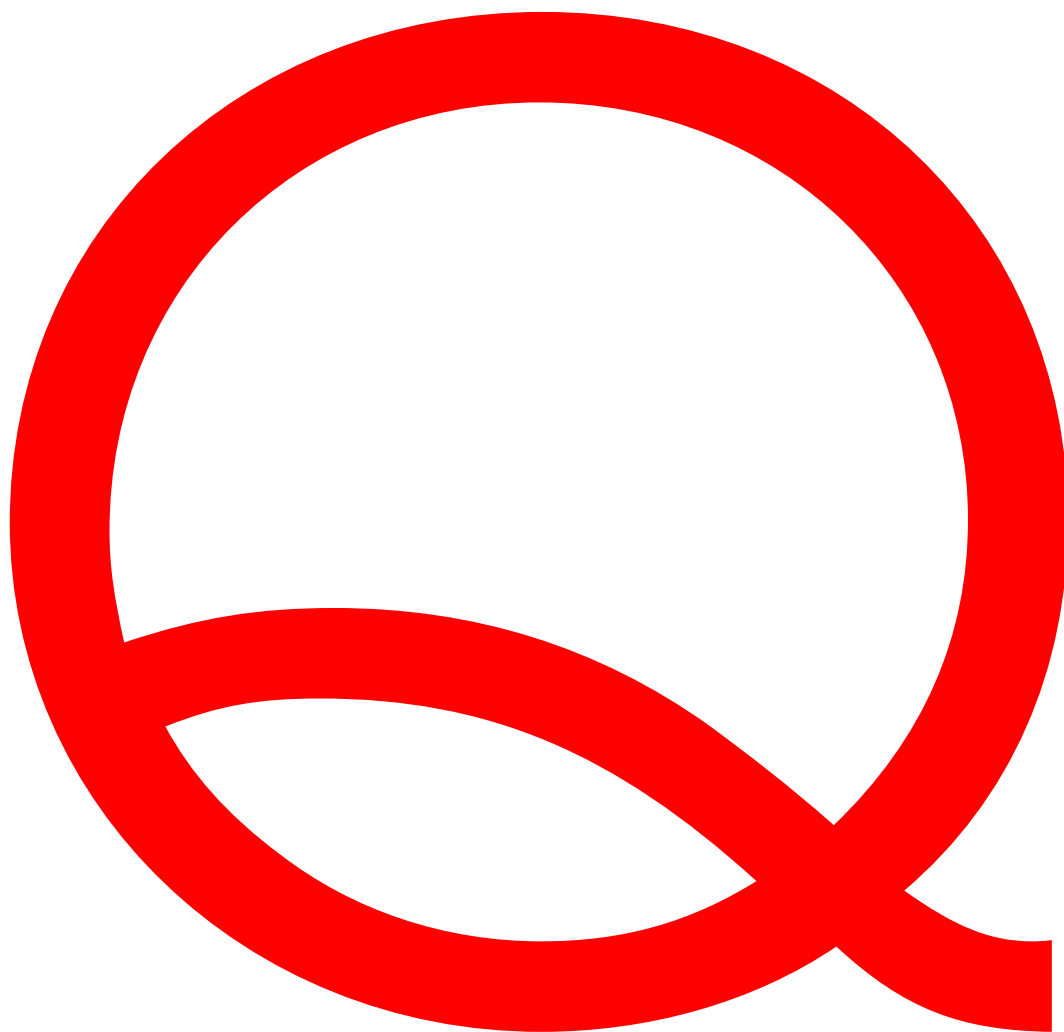
P

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
packing (retail establishment)	yes
packing (manufacturing)	NO
packing (meat)	NO
paintball (game)	yes
painting (construction)	NO
paper cut machine (paper products)	NO
paper cutter (guillotine)	NO
paper-products machines (power-driven)	NO
paper shredder (office)	yes
parchmentizing, waxing, or coating machines	NO
parents (owner of business) (Check with USDOL - federal exemption may not apply if hazardous work)	exempt - state
partition assembling machine	NO
passenger	NO
pencil sharpener (office)	yes
performers (under 16)	exempt
pet shop	yes
pipeline (transportation)	NO
pipeline (transportation - office work)	yes
pipeline (transportation - sales work)	yes
pits (in connection with cars/trucks)	NO
plastering	NO

platen die-cutting press (paper products)	NO
platen printing press (paper products)	NO
plating machine (calendar roll)	NO
plumbing	NO
polishing (in connection with cars/trucks)	yes
popcorn poppers (kitchen work)	yes
portable tools (power-driven)	NO
poultry	NO
power-driven bakery machines	NO
power-driven band saws	NO
power-driven circular saws	NO
power-driven guillotine shears	NO
power-driven hoisting apparatus	NO
power-driven machine/machinery	NO
power-driven metal-forming	NO
power-driven paper products machines	NO
power-driven portable tools	NO
power-driven pressing machines	NO
power-driven punching	NO
power-driven shearing	NO
power-driven woodworking	NO
preparation of meat	NO

preparing food (around any power-driven machine)	NO
preparing food (around slicer)	NO
preparing food and beverages (kitchen work)	yes
press brakes (metal-forming)	NO
pressing machines (metal-forming)	NO
pressing machines (power-driven)	NO
price marking	yes
pricing goods (separate from areas where meat is prepared)	yes
primers (explosives)	NO
print press operation (newspaper)	NO
processing (cracking nuts)	NO
processing (dressing poultry)	NO
processing (cleaning of fish)	NO
processing (filleting of fish)	NO
processing (library) (clerical)	yes
processing (slaughtering of livestock)	NO
professional sports attendant	yes exempt - hours
professional sports attendant (cleaning club houses)	NO
professional sports attendant (cleaning equipment)	NO
professional sports attendant (cleaning locker rooms)	NO
professional sports attendant (cleaning lavatories)	NO
professional sports attendant (cleaning rest rooms)	NO

professional sports attendant (cleaning showers)	NO
professional sports attendant (cleaning team vehicles)	NO
professional sports attendant (cleaning dugouts or similar facilities)	NO
professional sports attendant (doing laundry)	NO
professional sports attendant (field maintenance)	NO
professional sports attendant (grass mowing)	NO
professional sports attendant (ground maintenance)	NO
professional sports attendant (loading/unloading team vehicles)	NO
professional sports attendant (promotional activities)	NO
professional sports attendant (rolling tarpaulins)	NO
professional sports attendant (selling activities)	NO
professional sports attendant (spreading tarpaulins)	NO
professional sports attendant (working concession stands)	NO
public messenger service	NO
public roads	NO
public utilities	NO
public utilities (office work)	yes
public utilities (sales work)	yes
pump motorized sprays	NO
punch press (paper products)	NO
punching machines (metal-forming)	NO
punching (power-driven)	NO



**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

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quadruple stayer (paper products machine)

NO

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R



<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
racks (in connection with cars/trucks)	NO
radiation	NO
radioactive substances	NO
rail (transportation)	NO
railroad	NO
railroad cars	NO
raking leaves	yes
refractories (brick/kindred products)	NO
register machine (cash)	yes
repair (construction)	NO
repair (equipment)	NO
repair (home)	NO
repair (machines)	NO
repair (maintenance)	NO
repair work at person's home not operating as business	yes
repair work at person's home operating as business	NO
restaurant	yes
retail establishment	yes
rewinder (paper products machine)	NO
riding mowers (power-driven)	NO
road work/construction	NO

rolling machines (metal-forming)	NO
rolling mills (hot/cold - metal-forming)	NO
roof	NO
roofing operations	NO
rotary printing press	NO
ruling machine (paper products)	NO

S

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
sacker (grocery)	yes
sales	yes
sandblasting	NO
saw milling	NO
scaffolds	NO
scaling machines (paper products)	NO
schools	yes
scissors	yes
scrap meats	NO
scrap paper baler (paper products)	NO
sealing goods (separate from areas where meat is prepared)	yes
secretarial (clerical)	yes
self-employed/independent contractor	yes (federal ID #)
selling	yes
serving counters (cafeteria)	yes
serving food and beverages (kitchen work)	yes
sewer pipes (brick/kindred products)	NO
shafts (excavation)	NO
shears	NO
shearing machines (power-driven)	NO
sheeting machines (paper products)	NO

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shelving	yes
shingle mill	NO
shipbreaking operations	NO
shoring operations (excavation)	NO
sign waver	NO
silica (brick/kindred products)	NO
silica refractories (brick/kindred products)	NO
silk screening (custom lettering)	NO
sinking operations (excavation)	NO
skating rink/ice arena	yes
slaughtering	NO
slicers (food)	NO
slitting machine (paper products)	NO
smokeless powder (explosives)	NO
snack bars	yes
snow cone stands	yes
soda fountains	yes
sports attendant	yes
sprays (chemical/pump motorized)	NO
stacking machine (paper products)	NO
stapler (arm-type - paper products)	NO
stock feeds (meat)	NO

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stocking goods (separate from areas where meat is prepared)	yes
storage	NO
storage (office work)	yes
storage (sales work)	yes
store (retail)	yes
straightening machines (metal-forming)	NO
straw winder (paper products machine)	NO
stringing machine (paper products)	NO
stripping machine (paper products)	NO
student learner (enrolled in recognized State or local educational authority) (exemptions from hazardous occupations orders - refer to USDOL)	16 - 17 yrs
student learner (non-hazardous occupation)	yes
swimming pool vacuums	NO

**T**

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
tag stringing machine (paper products)	NO
tagging (by hand)	yes
tagging (by machine)	NO
tallow (meat)	NO
taping machine (paper products)	NO
telegraph	NO
telephone (office/clerical)	yes
telephone messenger service	NO
teller - bank (clerical)	yes
ten-key calculator (office/clerical)	yes
ticket booth	yes
tile (manufacturing)	NO
toasters (kitchen work)	yes
tour guide	yes
tractors	NO
transportation (air)	NO
transportation (highway)	NO
transportation (office work)	yes
transportation (pipeline)	NO
transportation (rail)	NO
transportation (sales work)	yes



transportation (water/on water)	NO
trash pickup (not power-driven)	yes
traveling sales crew	NO
trenches (excavation)	NO
tribal nation	exempt (sovereign immunity)
trucks	NO
tube machine (paper bags)	NO
tubecutting machine (paper products)	NO
tubewinder (paper products machine)	NO
tunnels (excavation)	NO
tutor	yes
typewriter (office/clerical)	yes

U

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
under 14 years of age	NO
university/college	yes
unloading goods (to and from conveyors)	NO
unloading goods (to and from trucks)	NO
unloading goods (to and from railroad cars)	NO
utilities (public)	NO



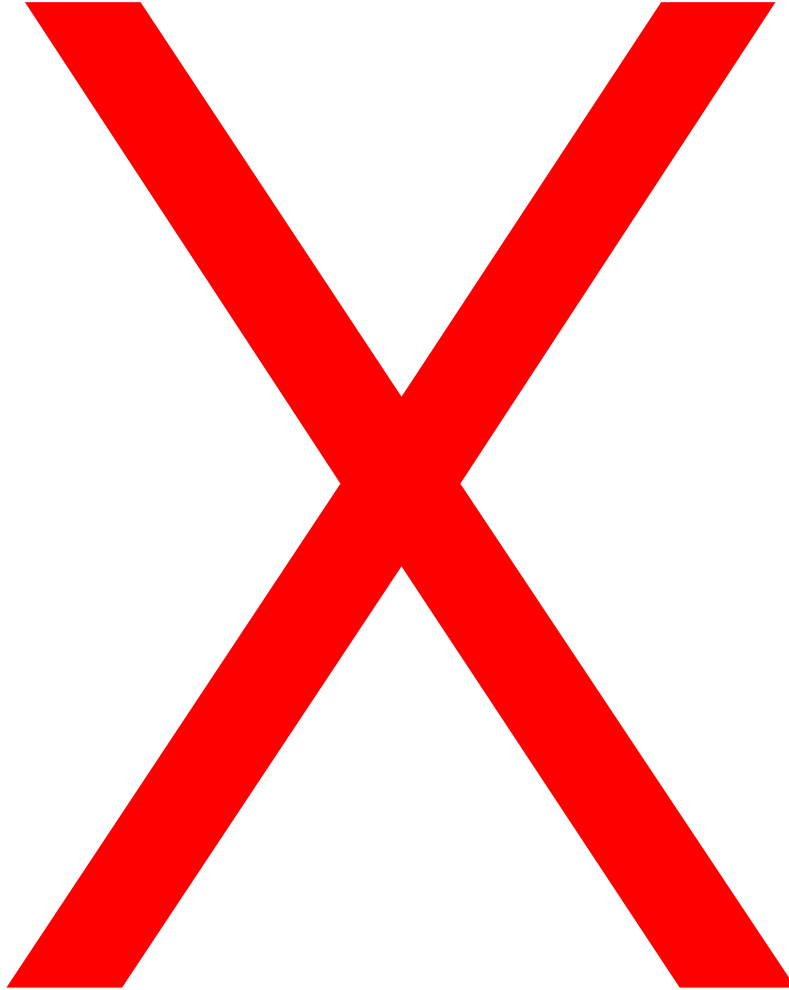
<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
vacuum cleaners (clean up work)	yes
vacuum cleaners - swimming pool	NO
vertical doughmixer	NO
vertical slotter (paper products)	NO
veterinary clinics	yes
volunteer	exempt (check with USDOL)

W

<b><u>Job Description</u></b> (alphabetical listing)	<b><u>Can 14 or 15 year old perform?</u></b> (refer 16-17 year olds to USDOL)
waiter/waitress	yes
walking a pet	yes
warehouse/warehousing	NO
warehouse/warehousing (office work)	yes
warehouse/warehousing (sales work)	yes
washer/dryer	NO
washing (in connection with cars/trucks)	yes
water/on water (transportation)	NO
water (transportation - office work)	yes
water (transportation - sales work)	yes
water/feed animals	yes
waxing machine (paper products)	NO
WECEP (Work Experience and Career Exploration Programs)	yes
weed eater (power driven)	NO
weighing goods (separate from areas where meat is prepared)	yes
window patch machine (paper products)	NO
window sills	NO
window trimming	yes
window washing (outside)	NO
wire or tag stringing machine (paper products)	NO
wirestitcher (arm-type - paper products)	NO

woodwork	NO
woodworking (circular saws)	NO
woodworking (guillotine action veneer clippers)	NO
woodworking machines (power-driven)	NO
Workforce Investment Act (WIA)	yes
work rooms (where goods are manufactured)	NO
work rooms (where goods are mined)	NO
work rooms (where goods are processed)	NO
wrapping goods (separate from areas where meat is prepared)	yes
wrapping machine (setup boxes)	NO
wreath-making (homeworkers)	exempt
wrecking operations	NO





**Job Description**  
(alphabetical listing)

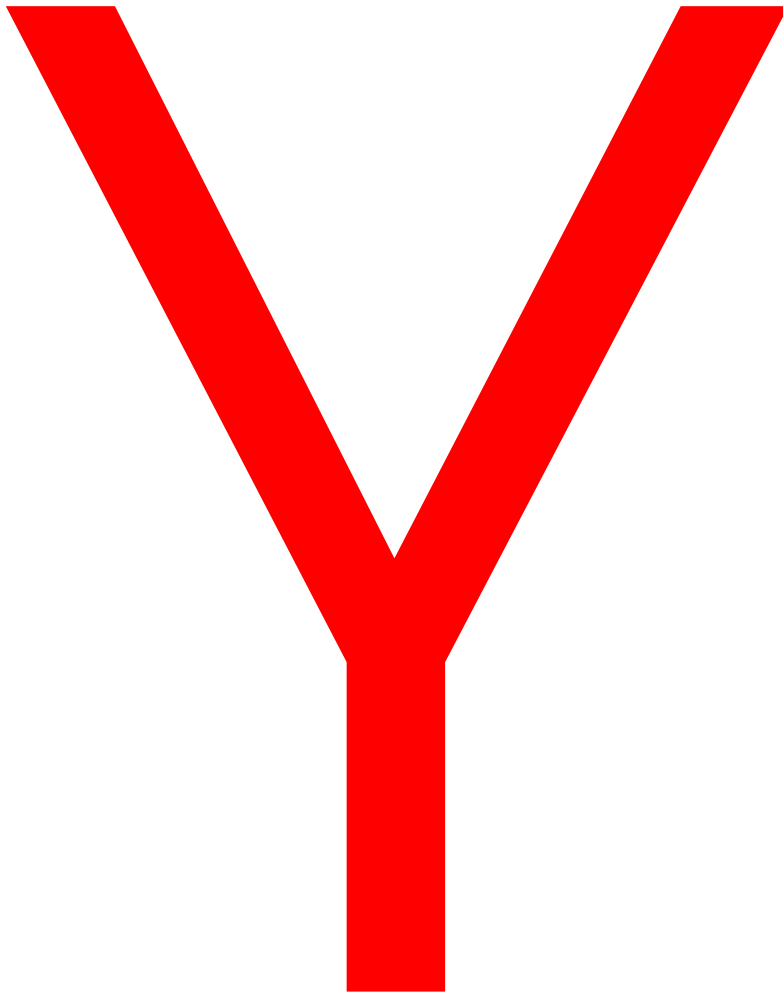
**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

-----  
x-rays

NO

-----  
x-ray rooms

NO  
-----



**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

-----  
yogurt machine (cleaning inside yogurt machine)

NO

-----  
youth counselor

yes

-----  
youth peddling

NO  
-----

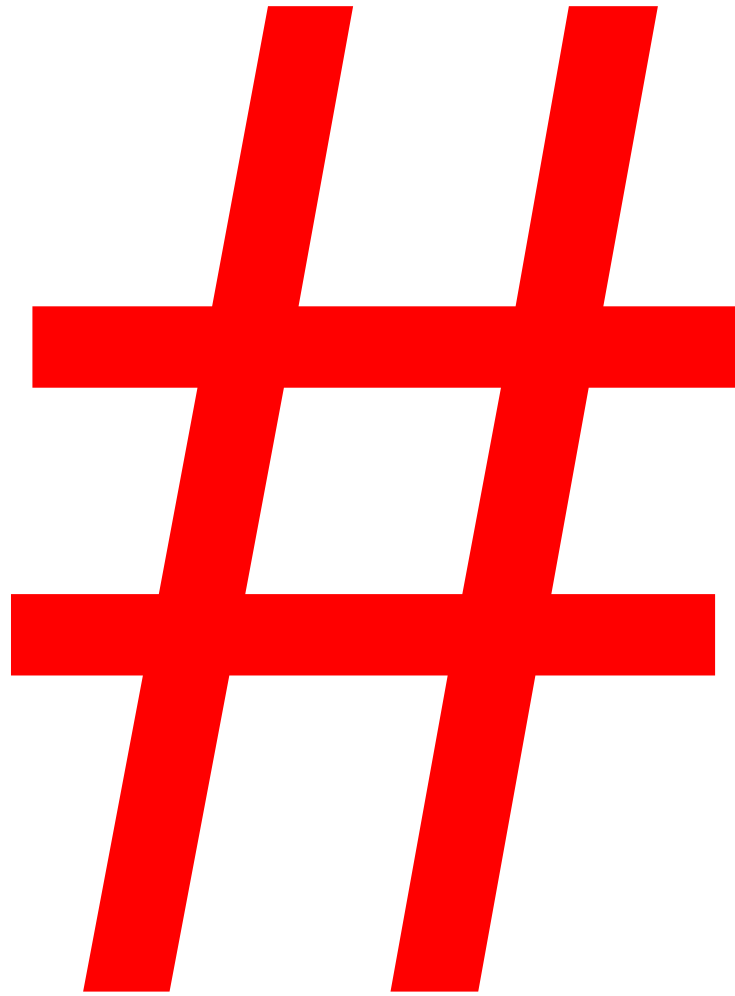
Z

**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

zoo

yes



**Job Description**  
(alphabetical listing)

**Can 14 or 15 year old perform?**  
(refer 16-17 year olds to USDOL)

-----  
4 - H Federal Extension Service Training Program

yes

-----  
13 years of age and under

NO

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**References:**

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- Oklahoma Department of Labor  
[www.labor.ok.gov](http://www.labor.ok.gov)
- United States Department of Labor  
[www.youthrules.dol.gov](http://www.youthrules.dol.gov)
- Wage Law Booklet - Section 71 et seq. of Title 40 Oklahoma Statutes (2010 Edition)

# UNDER 16

Can They Or Can They Not?

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