

# What Are Your Responsibilities for Hiring Minors on the Farm?

Fair Labor Standards Act (FLSA)	Pennsylvania Child Labor Act
<p><b>Minimum Ages:</b></p> <ul style="list-style-type: none"> <li>• Child of a farmer may work at any age on the farm.</li> <li>• 16 Years of Age – May perform any agricultural job at any time of day, including hazardous jobs as declared by Secretary of Labor.</li> <li>• 14 Years of Age – minimum age to work outside school hours in any agricultural occupation except those declared to be hazardous by Secretary of Labor.</li> <li>• 12 &amp; 13 Years of Age – May be employed outside school hours with written consent or parents or guardian.</li> </ul>	<p>Same as FLSA. Pennsylvania’s Child Labor Act defers to the requirements under the FLSA.</p>
<p><b>Wages:</b> Covered minors must be paid at least the statutory minimum wages for all hours worked whether pay is computed hourly, piece rate, day or salary.</p>	<p>Same as FLSA. Pennsylvania’s Child Labor Act defers to the requirements under the FLSA. However, employers are obligated to comply with Pennsylvania’s Minimum Wage Act if it requires a higher minimum wage than the FLSA.</p>
<p><b>Overtime:</b> Agricultural employees are not subject to overtime requirements under the FLSA.</p>	<p>Same as FLSA. Pennsylvania’s Child Labor Act defers to the requirements under the FLSA.</p>
<p><b>Work Permits:</b> None required, but farmer may opt to issue the minor employee a Certificate of Age attesting that the child is the minimum age to work on the farm. State law governs necessity of work permits.</p>	<p>No work permit required for minor children employed in agriculture.</p>
<p><b>Recordkeeping:</b> Farmers employing minors under the age of 18 years of age must maintain and preserve the following information:</p> <ul style="list-style-type: none"> <li>• Full name of minor</li> <li>• Minor’s address</li> <li>• Date of birth</li> <li>• Written consent of parents or persons standing in place of parents</li> </ul>	<p>Same as FLSA. Pennsylvania’s Child Labor Act defers to the requirements under the FLSA.</p>

