

VIRGINIA RULES AND REGULATIONS DECLARING HAZARDOUS OCCUPATIONS

16 VAC 15-30-20 Index of hazardous occupations.

The following occupations have been determined to be hazardous or detrimental to the health of minors under 18 years of age. Additional information on each group of occupations is provided in the referenced section.

~~(4)~~ 1. Manufacturing or Storage Occupations Involving Explosives.

(16 VAC 15-30-30)

~~(2)~~ 2. Motor Vehicle Occupations. (16 VAC 15-30-40)

~~(3)~~ 3. Logging and Sawmilling Occupations. (16 VAC 15-30-50)

~~(4)~~ 4. Power-Driven Woodworking Machine Occupations. (16 VAC 15-30-60)

~~(5)~~ 5. Occupations Involving Exposure to Radioactive Substances and to Ionizing Radiations. (16 VAC 15-30-70)

~~(6)~~ 6. Power-Driven Hoisting Apparatus Occupations. (16 VAC 15-30-80)

~~(7)~~ 7. Power-Driven Metal Forming, Punching, and Shearing Machine Occupations. (16 VAC 15-30-90)

~~(8)~~ 8. Occupations in Connection with Any Mining Operation.

(16 VAC 15-30-100)

~~(9)~~ 9. Occupations Involving Slaughtering, Meat-Packing or Processing or Rendering. (16 VAC 15-30-110)

~~(40)~~ 10. Power-Driven Bakery Machine Occupations. (16 VAC 15-30-120)

(11) 11. Power-Driven Paper Products Machine Occupations.

(16 VAC 15-30-130)

~~(12)~~ 12. Occupations Involved in the Manufacture of Brick, Tile, and Kindred Products. (16 VAC 15-30-140)

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~~(13)~~ 13. Occupations Involved in the Operation of Power-Driven Circular Saws, Band Saws and Guillotine Shears. (16 VAC 15-30-150)

~~(14)~~ 14. Occupations Involved in Wrecking, Demolition, and Shipbreaking Operations. (16 VAC 15-30-160)

~~(15)~~ 15. Occupations in Roofing Operations. (16 VAC 15-30-170)

~~(16)~~ 16. Occupations in Excavation Operations. (16 VAC 15-30-180)

~~(17)~~ 17. Fire Fighting. (16 VAC 15-30-190)

~~(18)~~ 18. Other ~~Prohibitive~~ Prohibited Occupations. (16 VAC 15-30-200)

16 VAC 15-30-200 Other ~~prohibitive~~ prohibited occupations.

1. In any capacity in the manufacturing of paints, colors, white lead.
2. In any place where goods of alcoholic content are manufactured, bottled, or sold for consumption on the premises except in places where the sale of alcoholic beverages is merely incidental to the main business actually conducted, or to deliver alcoholic goods.
3. Shall not perform in or be a subject of sexually explicit visual material, which depicts nudity, sexual excitement, sexual conduct, sexual intercourse, or sadomasochistic abuse, or a book, magazine, or pamphlet, which contains such a visual representation. An undeveloped photograph or similar visual material may be sexually explicit material notwithstanding that processing or other action is necessary to make its sexually explicit content apparent.
4. In a capacity in preparing any composition in which dangerous poisonous chemicals are used.

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~~Permitted occupations for 14-year old and 15-year old minors in retail, food service and gasoline service establishments.~~

~~14-YEAR OLD AND 15-YEAR OLD MINORS MAY BE EMPLOYED IN:~~

- ~~1. Office and clerical work (including operation of office machines).~~
- ~~2. Cashiering, selling, modeling, art work, work in advertising departments, window trimming, and comparative shopping.~~
- ~~3. Price marking and tagging by hand or by machine, assembling orders, packing, and shelving.~~
- ~~4. Bagging and carrying out customers' orders.~~
- ~~5. Errand and delivery work by foot, bicycle, and public transportation.~~
- ~~6. Clean-up work, including the use of vacuum cleaners and floor waxers, and maintenance of grounds, but not including the use of power-driven mowers or cutters.~~
- ~~7. Kitchen work and other work involved in preparing and serving food and beverages, including the operation of machines and devices used in the performance of such work, such as, but not limited to, dishwashers, toasters, dumbwaiters, popcorn poppers, milk shake blenders, and coffee grinders.~~

~~8. Work in connection with cars and trucks if confined to the following:~~

~~Dispensing gasoline and oil.~~

~~Courtesy service on premises of gasoline service station.~~

~~Car cleaning, hand washing, and polishing.~~

~~Sales and clerical work.~~

~~BUT NOT INCLUDING WORK:~~

~~Involving the use of pits, racks, or lifting apparatus, or involving the inflation of any tire mounted on a rim equipped with a removable retaining ring.~~

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~~9. Cleaning vegetables and fruits, and wrapping, sealing, labeling, weighing, pricing, and stocking goods when performed in areas physically separate from areas where meat is prepared for sale and outside freezers or meat coolers. In any other place of employment, 14-year old and 15-year old minors may be employed in any occupations except the excluded occupations listed:~~

~~14-YEAR OLD AND 15-YEAR OLD MINORS MAY NOT BE EMPLOYED IN:~~

- ~~1. Any manufacturing occupation.~~
- ~~2. Any mining occupation.~~
- ~~3. Processing occupations such as filleting of fish, dressing poultry, cracking nuts, or laundering as performed by commercial laundries and dry cleaning (except in a retail, food service, or gasoline service establishment in those specific occupations expressly permitted therein in accordance with the foregoing list).~~
- ~~4. Occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed (except to the extent expressly permitted in retail, food service, or gasoline service establishments in accordance with the foregoing list).~~
- ~~5. Operation or tending of hoisting apparatus or of any power-driven machinery (other than office machines and machines in retail, food service, and gasoline service establishments which are specified in the foregoing list as machines which such minors may operate in such establishments).~~
- ~~6. Any occupation found and declared as hazardous by Rules and Regulations, by Title 40.1-100, Code of Virginia.~~
- ~~7. Occupations in connection with:~~

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~~(a) Transportation of persons or property by rail, highway, air, on water, pipeline, or other means.~~

~~(b) Warehousing and storage.~~

~~(c) Communications and public utilities.~~

~~Except office or sales work in connection with (a), (b), and (c).~~

~~8. Any of the following occupations in a retail, food service, or gasoline service establishment:~~

~~(a) Work performed in or about boiler or engine rooms.~~

~~(b) Work in connection with maintenance or repair of the establishment, machines, or equipment.~~

~~(c) Outside window washing that involves working from window sills, and all work requiring the use of ladders, scaffolds, or their substitutes.~~

~~(d) Cooking and baking (except at soda fountains, lunch counters, snack bars, or cafeteria serving counters).~~

~~(e) Occupations which involve operating, setting up, adjusting, cleaning, oiling, or repairing power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers.~~

~~(f) Work in freezers and meat coolers and all work in preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing, and stocking when performed in other areas).~~

~~(g) Loading and unloading goods to and from trucks, railroad cars, or conveyors.~~

~~(h) All occupations in warehouses except office and clerical work.~~

~~14-YEAR OLD AND 15-YEAR OLD MINORS MAY NOT BE EMPLOYED IN ANY~~

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~~OCCUPATION DECLARED HAZARDOUS FOR 16-YEAR OLD AND 17-YEAR OLD~~

~~MINORS AND SHALL NOT BE EMPLOYED IN ANY OF THE FOLLOWING~~

~~OCCUPATIONS (with exceptions):~~

- ~~1. In any mechanical establishment;~~
- ~~2. In any commercial cannery;~~
- ~~3. In the operation of any automatic passenger or freight elevator;~~
- ~~4. In any dance studio;~~
- ~~5. In any hospital, nursing home, clinic, or other establishments providing care for resident patients;~~

- ~~6. As a laboratory helper, therapist, orderly, or nurse's aide;~~
- ~~7. At any veterinary hospital;~~
- ~~8. In any undertaking establishment or funeral home;~~
- ~~9. In curb service at restaurants;~~
- ~~10. In hotel and motel room service;~~
- ~~11. In any brick, coal, or lumber yard;~~
- ~~12. In any ice plant;~~
- ~~13. As ushers in theaters;~~
- ~~14. In any scaffolding work or construction trade;~~
- ~~15. In any outdoor theater, cabaret, carnival, fair, floor show, pool hall, club, or roadhouse;~~

- ~~16. As a lifeguard at a beach,~~
- ~~17. In the solicitation, sale, or obtaining of subscription contracts or orders for books, magazines, or other periodical publications other than newspapers.~~

EXCEPTIONS:

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~~1. Children 14 years of age and over may be engaged in office work of a clerical nature in bona fide office rooms in the establishments listed in 1 - 14 above.~~

~~2. Children 14 years of age and over may be employed by dry cleaning or laundry establishments in branch stores where no processing is done on the premises.~~

~~3. Children 14 years of age and over may be employed in hospitals, nursing homes, and clinics where they may be engaged in kitchen work, tray service, or room and hall cleaning.~~

~~4. Children 14 years of age and over may be employed in bowling alleys completely equipped with automatic pin setters, but not in or about such machines.~~

~~12 YEAR OLD AND 13 YEAR OLD MINORS MAY NOT BE EMPLOYED IN ANY OCCUPATION EXCEPT THE FOLLOWING:~~

~~1. Bootblacks, caddies, selling newspapers, magazines, periodicals or circulars, running errands or delivering parcels or messages where none of the duties are to be performed inside any commercial establishment and are under the direction and supervision of an employer.~~

~~2. Distributing newspapers on regularly established routes.~~

~~3. Farms, gardens and orchards.~~

~~4. Domestic duties in and around private homes.~~

~~5. On school playgrounds or playgrounds operated by the State, city, county or by a corporation the property of which is tax exempt.~~

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~~6. For one day or less in connection with their studies at any public or accredited private school.~~

~~7. Employed by their parents in any occupation other than manufacturing, or mining, or an occupation declared hazardous by the Commissioner of Labor and Industry.~~

16 VAC 15-30-210 Employment of minors under age 14.

Minors under 14 years of age may not be employed in any occupation except the following:

1. Bootblacks, caddies, selling newspapers, magazines, periodicals or circulars, running errands or delivering parcels or messages where none of the duties are to be performed inside any commercial establishment and are under the direction and supervision of an employer.
2. Distributing newspapers on regularly established routes.
3. Farms, gardens and orchards.
4. Domestic duties in and around private homes.
5. On school playgrounds or playgrounds operated by the state, city, county or by a corporation the property of which is tax exempt.
6. For one day or less in connection with their studies at any public or accredited private school.
7. Employed by their parents in any occupation other than manufacturing, or mining, or an occupation declared hazardous by the Commissioner of Labor and Industry.

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16 VAC 15-30-220 Employment of 14 and 15 Year old minors generally.

A. Minors 14 and 15 years old may not be employed in any occupation declared

hazardous for 16 and 17 year old minors and, in addition, are prohibited from being

employed in any of the following:

1. In any mechanical establishment;
2. In any commercial cannery;
3. In the operation of any automatic passenger or freight elevator;
4. In any dance studio;
5. In any hospital, nursing home, clinic, or other establishments providing care for resident patients;
6. As a laboratory helper, therapist, orderly, or nurse's aide;
7. At any veterinary hospital;
8. In any undertaking establishment or funeral home;
9. In curb service at restaurants;
10. In hotel and motel room service;
11. In any brick, coal, or lumber yard;
12. In any ice plant;
13. As ushers in theaters;
14. In any scaffolding work or construction trade;
15. In any outdoor theater, cabaret, carnival, fair, floor show, pool hall, club, or roadhouse;
16. As a lifeguard at a beach;

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17. In the solicitation, sale, or obtaining of subscription contracts or orders for books, magazines, or other periodical publications other than newspapers.

18. Any manufacturing occupation.

19. Any mining occupation.

20. Processing occupations such as filleting of fish, dressing poultry, cracking nuts, or laundering as performed by commercial laundries and dry cleaning (except in a retail, food service, or gasoline service establishment in those specific occupations expressly permitted in 16 VAC 15-30-230).

21. Occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed (except to the extent expressly permitted in retail, food service, or gasoline service establishments in accordance with 16 VAC 15-30-230)

22. Operation or tending of hoisting apparatus or of any power-driven machinery (other than office machines and machines in retail, food service, and gasoline service establishments which are specified in 16 VAC 15-30-230 as machines which such minors may operate in such establishments).

23. Occupations in connection with:

(a) Transportation of persons or property by rail, highway, air, on water, pipeline, or other means. Exception: Office or sales work in connection with these activities is permitted.

(b) Warehousing and storage. Exception: Office or sales work in connection with these activities is permitted.

(c) Communications and public utilities. Exception: Office or sales work in connection with these activities is permitted.

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B. EXCEPTIONS: Activities 14 and 15 year old minors may be engaged in include:

1. Children 14 years of age and over may be engaged in office work of a clerical nature in bona-fide office rooms in the establishments listed in subsection A of this section.

2. Children 14 years of age and over may be employed by dry cleaning or laundry establishments in branch stores where no processing is done on the premises.

3. Children 14 years of age and over may be employed in hospitals, nursing homes, and clinics where they may be engaged in kitchen work, tray service, or room and hall cleaning.

4. Children 14 years of age and over may be employed in bowling alleys completely equipped with automatic pin setters, but not in or about such machines.

16 VAC 15-30-230 Employment of 14 and 15 year old minors in retail food service and gasoline establishments.

A. Minors 14 and 15 years of age are prohibited from being employed in the following occupations in retail food service and gasoline service establishments.

1. Work performed in or about boiler or engine rooms.

2. Work in connection with maintenance or repair of the establishments, machines, or equipment.

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3. Outside window washing that involves working from windowsills, and all work requiring the use of ladders, scaffolds, or their substitutes.
 4. Cooking and baking (except at soda fountains, lunch counters, snack bars, or cafeteria serving counters.)
 5. Occupations which involve operating, setting up, adjusting, cleaning, oiling, or repairing power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers.
 6. Work in freezers and meat coolers and all work in preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing, and stocking when performed in other areas).
 7. Loading and unloading goods to and from trucks, railroad cars, or conveyors.
 8. All occupations in warehouses except office and clerical work.
 9. Work in connection with cars and trucks involving:
 - a. Use of pits, racks, or lifting apparatus.
 - b. Inflation of any tire mounted on a rim equipped with a removable retaining ring.
- B. Minors 14 and 15 years of age may be employed in the following occupations in retail food service and gasoline service establishments.
1. Office and clerical work (including operation of office machines).
 2. Cashiering, selling, modeling, art work, work in advertising departments, window trimming, and comparative shopping.
 3. Price marking and tagging by hand or by machine, assembling orders, packing, and shelving.

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4. Bagging and carrying out customers' orders.
5. Errand and delivery work by foot, bicycle, and public transportation.
6. Clean-up work, including the use of vacuum cleaners and floor waxers, and maintenance of grounds, but not including the use of power-driven mowers or cutters.
7. Kitchen work and other work involved in preparing and serving food and beverages, including the operation of machines and devices used in the performance of such work, such as, but not limited to, dishwashers, toasters, dumbwaiters, popcorn poppers, milk shake blenders, and coffee grinders.
8. Cleaning vegetables and fruits, and wrapping, sealing, labeling, weighing, pricing, and stocking goods when performed in areas physically separate from areas where meat is prepared for sale and outside freezers or meat coolers.
9. Work in connection with cars and trucks if confined to the following:
 - a. Dispensing gasoline and oil.
 - b. Courtesy service on premises of gasoline service station.
 - c. Car cleaning, hand washing and polishing.
 - d. Sales and clerical work.

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I certify that this regulation is full, true, and correctly dated.

Jeffrey D. Brown
Commissioner
Department of Labor and Industry

Dated: _____