

● **SEASONAL FARM LABOR ACT (*EMPLOYMENT OF MINORS*)**

STATUTORY CITATION: 43 Pa. Stat. § 1301.203

GENERAL SUMMARY: Among many other worker protections afforded by the Seasonal Farm Labor Act, the law includes provisions protecting children under the age of 14 from forced farm labor, and augments the hours restrictions imposed by the state child labor law, outlined in the previous entry.

SPECIFIC TERMS AND CONDITIONS

FORCED LABOR PROHIBITED — No child under the age of 14 (other than a member of the employer's immediate family) may be required to work as a seasonal farmworker, or penalized for failure to work as a seasonal farmworker.

HOURS RESTRICTION — On any regular school day in the district where the child is residing, no child between the ages of 14 and 17 (inclusive) may be employed in seasonal farmwork between 7:00 a.m. and one hour following the end of the school day of the local district where the child resides. This restriction applies whether or not the child is registered as a student in that district.

SPECIAL NOTES OR ADVISORIES

RETALIATION — Interference with, harassment of, eviction of, or termination of the employment of any seasonal farmworker for having filed a civil or criminal complaint under the Seasonal Farm Labor Act is deemed a separate violation of the Act, punishable as a criminal offense.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Bureau of Labor Law Compliance, Pennsylvania Department of Labor and Industry, Harrisburg, Pennsylvania 17120 (717-787-4763; toll-free 800-932-0665).* Representatives of the Department may enter any workplace where minors are or may be employed, to ascertain compliance with these provisions.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — In enforcing the state child labor laws, the local school districts are vested with the same inspection and prosecutorial powers as those exercised by the Department of Labor and Industry.