

## ● CHILD LABOR LAWS

*STATUTORY CITATION:* Wyo. Stat. §§ 27-6-107 – 27-6-116

*GENERAL SUMMARY:* Wyoming's child labor laws generally forbid employment of most minors under 14 years of age, bar employment of minors under 16 during school hours, limit the working hours of children under 16, prohibit the employment of minors under 16 in certain trades and occupations deemed hazardous, and require anyone who employs a minor under the age of 16 to obtain proof of the child's age.

### *PROVISIONS APPLICABLE TO AGRICULTURE*

**MINIMUM AGE** — The provision making 14 the minimum age for lawful employment of children in Wyoming **does not apply** to services on a farm. Children of any age may be employed in agriculture.

**PROOF OF AGE** — For the explicit purpose of assuring compliance with the minimum age requirement noted above, employers must document the age of each employee under the age of 16. Since there is no minimum age threshold applicable to farmwork, the requirement for proof of age in effect **does not apply** to agricultural employment.

**EMPLOYMENT DURING SCHOOL HOURS** — No one under the age of 16 who is enrolled in any public or private school in Wyoming may be employed or permitted to work in agriculture or any other industry during the time that the child's school is in session.

**WORKING HOURS** — The provision generally limiting the working hours of minors below the age of 16 to 8 hours in any 12-hour period from 5:00 a.m. to 10:00 p.m. (or to 12:00 midnight on evenings before non-school days) **does not apply** to farm employment.

**HAZARDOUS OCCUPATIONS** — The child labor laws prohibit the employment of anyone under 16 years of age in any work that requires contact with or exposure to dangerous chemicals, which may preclude certain agricultural field operations on crops treated with pesticides. Currently, there are no agricultural or agriculturally related activities administratively closed to minors under 16 as hazardous occupations.

### *ADMINISTRATION AND ENFORCEMENT*

**PRIMARY ENFORCEMENT AGENCY** — *Labor Standards Office, Wyoming Department of Workforce Services, Cheyenne, Wyoming 82002 (307-777-7261)*. Representatives of the Department are authorized to enter any place where minors are employed, to inspect personnel records, question employees, and take other steps to determine compliance with the child labor laws. Violation of these provisions is a misdemeanor, punishable by a fine of from \$25 to \$100, a jail term of from 30 to 90 days, or both such penalties.

**SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY** — *None.*