KEY CHILD LABOR POINTS

➢ Section 5 OF THE ACT DEFINES ENTERTAINMENT BROADLY: A minor is a performer if: the minor renders creative or artistic expression in a television, movie, over the internet, publication or via any broadcast medium that is transmitted to an audience.
   ▪ The minor must be paid, or others related to the minor or production are paid.
   ▪ Payment can be wages or remuneration in any way.

➢ No minor may appear in a production of any kind without first being approved by the Department of Labor & Industry, Bureau of Labor Law Compliance.

➢ Minors may not appear in performances that are hazardous or dangerous to their well-being.

➢ Minors may not appear in performances that contain nudity or (sexual content)

➢ Children who are home schooled or cyber schooled are not exempt from the school section of the permit application; the residing school district must sign.

➢ Three or more days of continuous employment during school hours requires a tutor to be present for continuing education.

➢ If permits are rejected, appeals are made to the Secretary of Labor & Industry.

➢ Rehearsal times are included with hours of work for the purposes of hourly limitations for minors in performances.

➢ Minors up to 4 weeks of age must have doctor’s certification of health.

➢ Permits must be on location of production.

➢ Random site visits may occur.
We ask that all applications be submitted 3 business days prior to the performance to allow time for processing.

Permit Applications:

- All applications must be legible
- Review each section to be sure ALL areas are completed and ALL required signatures are in place.
- Incomplete sections delay the processing
- Pay close attention to employer section – accurate dates, times and locations must be on the applications.
- When completing be sure that the dates and times coincide with what is allowable.
- All applications must be submitted as a full 3 page submission

<table>
<thead>
<tr>
<th>Age</th>
<th>Max. hours (24-hour period) at place of employment (does not include hours at minors’ residences)</th>
<th>Max. work hours (24-hour period) (including work hours at minors’ residences)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infants &lt; 6 mos.</td>
<td>2</td>
<td>Not applicable</td>
</tr>
<tr>
<td>6 mos. – 1 year</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>2 – 5 years</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>6-8</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>9-15</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>16-17</td>
<td>10</td>
<td>6</td>
</tr>
</tbody>
</table>