

## 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

Age	Max. hours (24-hour period) at place of employment (does not include hours at minors' residences)	Max. work hours (24-hour period) (including work hours at minors' residences)
Infants < 6 mos.	2	Not applicable
6 mos. – 1 year	4	2
2 – 5 years	6	3
6-8	8	4
9-15	9	5
16-17	10	6