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Employment in Agriculture of Youth Under 16 Years of Age in Compliance with the Hazardous Occupations Order

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Employment in Agriculture of Youth Under 16 Years of Age In Compliance with the Hazardous Occupations Order



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Exclusion Features to the Hazardous Occupation Order

By G. R. Durland, Extension Agricultural Engineer

#5927624 Sections 5-10 of the Hazardous Occupation order issued by the Department of Labor in 1968, prohibits the operation of tractors over 20-belt horsepower and other farm machinery by youth under 16 years of age.

At the request of the Federal Extension Service of the U. S. Department of Agriculture, safety training programs have been set up to make it possible for 14- and 15-year olds to operate such equipment and be exempted from the order in certain agricultural occupations.

Safety training programs planned by professional staff members of the Cooperative Extension Service are conducted by qualified volunteer leaders in every county where a demand exists. Completion of such training will prepare these young people for employment and possibly a career in agriculture. Employers benefit from the availability of better trained, safer and more productive workers.

There are four safety programs available to exempt 14- and 15-year olds:

Program 1 (for 4-H members)

A comprehensive training course on use, care and operation of farm machinery would exempt 4-H members from Sections 5 through 10 who are familiar with working around machinery and have completed the following safety requirements:

- a. be familiar with normal working hazards in agriculture.
- b. complete all units of 1st, 2nd, 3rd and 4th year manuals in 4-H tractor program.
- c. pass a written exam on tractor safety.
- d. demonstrate the ability to operate two-wheeled trailed implement on 4-H Tractor Operator's Contest Course.
- e. possess a certificate of completion signed by local leaders and county agent.

Program 2 (for 4-H members)

This program is primarily about tractor safety and includes the following requirements, which must be completed successfully for exemption to operate a tractor and only machinery and equipment not listed as particularly hazardous.

- a. be familiar with normal working hazards.
- b. complete a 10-hour training program, including the following units from the 4-H Tractor program:
 - (1) First Year Manual—Unit 1—Learning How to be Safe; Unit 4 — The Instrument Panel; Unit 5 — Controls for Your Tractor; Unit 6—Daily Maintenance and Safety Check; Unit 7—Starting and Stopping Your Tractor.
 - (2) Second-Year Manual—Year 1—Tractor Safety on the Farm.
 - (3) Third-Year Manual — Unit 1 — Tractor Safety on the Highway; Unit 3 — Hitches, Power-take-off and Hydraulic Controls.
- c. pass a written exam on tractor safety.
- d. demonstrate the ability to operate a tractor with a two-wheeled trailed implement on a 4-H Tractor Operator's Contest Course.
- e. possess a certificate of completion signed by local leaders and county agent.

Program 3 (for 4-H members who want a permit to operate certain other types of farm machinery in addition to a tractor)

The completion of Program 2, with the signed certificate for the tractor driving exemption having been received, is a prerequisite for acceptance into this program.

Other requirements include:

- a. complete an additional 10-hour training program on farm machinery safety including Fourth-Year Manual—Unit 1—Safe Use of Farm Machinery.
- b. pass a written and practical exam on safe machinery operation.
- c. possess a certificate of completion showing that all units in Program 3 have been successfully completed.

Program 4 (for non-4-H members)

A young person who has not been involved in 4-H must complete the following requirements:

- a. attend a 4-hour orientation on normal working hazards found in agriculture.
- b. attend a 20-hour training program on safe operation of farm tractors and machinery. (This must include all training listed in programs 2 and 3.)

- c. pass a written exam on tractor and farm machinery safety and demonstrate the ability to safely operate a tractor with a two-wheeled trailed implement on an authorized course, plus demonstrate the ability to operate other types of farm machinery.
- d. possess a certificate of completion signed by volunteer leaders and county agent stating the youth has satisfied all of the above requirements.

Upon completion of the appropriate program the young worker must present a signed certificate to a prospective employer. The employer is expected to keep the certificate on file. The employer is also required to instruct the youth on the safe and proper operation of the specific equipment to be used. The employer, or his representative, will also be required to check on the safety of the individual at least once during the morning, at noon and again at mid-afternoon.

A Word to the Prospective Employer of a 14- or 15-Year-Old in Agriculture

Certain occupations in agriculture have been declared hazardous for children below the age of 16. The list includes the operation of a tractor over 20-belt horsepower, operation of a combine, baler, corn picker or forage harvester and many other more specialized pieces of farm equipment.

The law does not apply when the youth is employed by his parent or a person standing in the place of a parent on a farm owned or operated by the parent or person.

If your 14- or 15-year-old son or daughter works for anyone else, they must carry a card certifying that they have completed one of the four training programs outlined in this folder, permitting them to be employed in certain hazardous agricultural occupations.

Please read carefully the section entitled: "Exclusion Features to Department of Labor's Hazardous Occupation Order, dated October 1968." This outlines a program initiated by the Federal Extension Service to exempt 14- and 15-year olds and allow them to perform certain hazardous operations in agriculture.

The training programs outlined are designed to insure that these youth are familiar with normal working hazards, that they have studied certain safety sections or lessons in the manuals of

the 4-H tractor program, that they have successfully completed a written examination on safe tractor and machinery use and have demonstrated their ability to operate a tractor safely.

All youth who successfully complete one of these programs will be issued a certificate telling you which safety program he or she has completed.

You are required **by law** to keep a copy of this safety training program certificate on file as long as you employ the youth. Read the certificate thoroughly so you are familiar with the occupations the youth is qualified to perform.

For your own protection it is wise to obtain and keep an age certificate on file also. The youth can obtain this from his high school superintendent or from a probate judge. This protects you from misrepresentation of age by the youth seeking employment.

Please note: Completion of the training program **does not** relieve you of the responsibility of instructing your employee on the safe and proper use of the specific equipment you expect them to operate. Take time to cover all items regarding operation: proper starting, stopping, use of the brakes, including how they lock together for road movement; use of the clutch, engaging and disengaging the PTO and using PTO shields, operating 3-point hitches, refueling techniques and equipment maintenance details. Remember these youth may have little or no actual experience with the equipment you are expecting them to use. Thorough orientation not only protects the youth; it also prevents equipment abuse.

The law requires that you also supervise the work. In fact you or your representative are obligated to check on this young person's safety at least at mid-morning, at noon and mid-afternoon. These boys and girls have received basic safety knowledge through their participation in the training program but your example, attitude and cooperation are essential to eliminate accidents.

If you have any questions contact your nearest Department of Labor office or County Extension headquarters.

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ing listed in programs 3 and 3)

of a 20-hour training program on safe operation of farm tractors and machinery. (This must include all training listed in agriculture.

of attend a 4-hour orientation or normal working procedure into the following requirements:

A Young person who has not been involved in 4-H training

must attend 4-H membership

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