

Schedule of Child Labor Violations and Penalties

(1) Employing Unit Violations.

(a) Level 1 Offenses- written citation, follow up inspection within thirty days.

Penalty: Warning Violation

1. Type of Offenses:

- (i) No certificate of employment for Minor with the Department.
- (ii) Failure to register Location with the Department.

If follow up inspection fails, any violation found at that time will be penalized as no less than a Level 2 offense.

(b) Level 2 Offenses- written citation and follow up inspection within 15 days.

Penalty: Employer Certification Suspended 5 days, to be effective 2 state business days from date of citation. If the citation is appealed, implementation of the suspension shall be stayed until the hearing of the appeal.

1. Type of Offenses:

- (i) Minor exceeds work hour restrictions (by day or week).
- (ii) Minor at an unregistered Location.
- (iii) Minors at place of employment in excess of allotted time.
- (iv) Minors break, meal, rest, and recreation time not provided or documented.
- (v) Representative of Minor did not provide consent for Minor to work beyond work hour limitations in emergency situation.
- (vi) No statement of attendance on file for Minor from Studio Teacher.

If follow up inspection fails, any violation found at that time will be penalized as no less than a Level 3 offense.

(c) Level 3 Offenses- written citation.

Penalty: Employer Certification suspended 3 weeks, but may resume once a secondary inspection occurs with no additional violations. The Employing Unit shall pay for the cost of the next inspection by the Department. The penalty shall be effective upon issuance of the citation, unless the only reason for the issuance of a citation is due to the failure to provide documentation, in which instance the suspension shall take effect at 4:30 PM on the date issued.

1.Type of Offenses:

- (i) Location lacks facility requirements as defined in the Rules. (Suitable restroom facilities, dressing rooms (gender specific- not shared by members of different sex), drinking/food facilities, first aid provisions)
- (ii) Licensed child care provider not documented as being present during Performance of minors aged 15 days to 6 months.
- (iii) Minor or Minors utilized in the Production but do not have a Minor Certification Number.
- (iv) Minor under the age of 6 years: Representative of Minor not documented to be present on site of production/performance.
- (v) Minors aged 6-16: years: Representative of Minor not documented to be present on site,
- (vi) Location Child Labor Coordinator not documented to be present on site with written consent of Minor's Representative.
- (vii) Studio Teacher not assigned to Minor (when applicable).
- (viii) Minor or Minor's family are required to pay for all or part of the Studio Teacher's fee.
- (ix) Minor does not receive 3 hours of tutoring per day. (when applicable).
- (x) No verification of Studio Teacher meeting the requirements of this role maintained with the Employing Unit. (when applicable).

(d) Level 4 Offenses- written citation.

Penalty: Certification is revoked immediately until and unless special consideration is made by the Department. If the Department agrees to reinstate Certification for Employing Unit, a probationary period may be initiated. If the Certification is reinstated, the Employing Unit shall pay for the cost of the next 3 inspections by the Department.

1. Type of Offenses:

- (i) Minor working not of legal age (Federal and State).
- (ii) Minor permitted to pose or perform nude, partially nude, in sexually explicit acts, or be present on a set while adults are engaged in such activity.
- (iii) Minor in unsafe work condition/hazardous location.
- (iv) Employing Unit does not have valid Georgia Worker's Compensation Insurance.
- (v) Local Child Labor Coordinator not assigned or not verified as meeting the requirements of this role maintained under the Department's Security Background Check ("SBC") standards as defined in the Rules
- (vi) Access denied to Department inspector.
- (vii) Falsifying applications or documents presented to the Department.

Copies of the Citation shall be provided to the following parties:

Employing Unit's Representative
Employing Unit's Child Labor Coordinator
Georgia Department of Labor – Child Labor Section
Georgia Department of Labor – Administrative Adjudicator

(2) Representative of the Minor

Offenses - written citation.

Penalty: Representative certification Suspended. No approval of application for certification for 6 months

1. Type of Offenses:

- (i) No certificate of employment for Minor with the Department.
- (ii) Falsification of documents presented to the Department establishing validity of adult to be The Representative of the Minor.
- (iii) Representative of the Minor is absent from Location without an authorized replacement and the Minor is at the Location.
- (iv) Failure to follow Department Rules.

Copies of the Citation shall be provided to the following parties:

Representative of the Minor

Georgia Department of Labor – Child Labor Section

Georgia Department of Labor – Administrative Adjudicator