

GEORGIA LAWS AND RULES

Regulating Employment of Children



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CHAPTER 2

39-2-1. Employment of minors under 16 years of age generally—Employment in mills, factories, etc., generally.

No minor under 16 years of age shall be employed by or permitted to work in or about any mill, factory, laundry, manufacturing establishment, or workshop nor in any occupation which has been designated as hazardous in accordance with Code Section 39-2-2. (Ga. L. 1925, p. 291, § 1; Code 1933, § 54-301; Ga. L. 1946, p. 67, § 1; Ga. L. 1981, p. 792, § 1.)

39-2-2. Same—Dangerous employment.

No minor under the age of 16 years shall be employed or permitted to work at any occupation or in any position which the Commissioner of Labor may declare by regulation dangerous to life and limb or injurious to the health or morals of such minor. (Ga. L. 1925, p. 291, § 3; Code 1933, § 54-303; Ga. L. 1946, p. 67, § 2; Ga. L. 1981, p. 792, § 2.)

39-2-3. Same—Hours of work generally.

Except as otherwise provided in this chapter, no minor under 16 years of age shall be permitted to work for any person, firm, or corporation between the hours of 9:00 P.M. and 6:00 A.M. (Ga. L. 1925, p. 291, § 2; Code 1933, § 54-302; Ga. L. 1946, p. 67, § 3.)

39-2-4. Same—Employment during school hours.

No minor under 16 years of age shall be employed or permitted to work in any gainful occupation during the hours when public or private schools are in session unless said minor has completed senior high school or has been excused from attendance in school by a county or independent school system board of education in accordance with the general policies and regulations promulgated by the State Board of Education. (Ga. L. 1946, p. 67, § 6.)

39-2-5. Same—Delivery of messages.

No minor under 16 year of age shall be employed in the delivery of messages by any person, firm, or corporation engaged in the message service business or in the general work of messenger service between the hours of 9:00 P.M. and 6:00 A.M. (Ga. L. 1910,

p. 117, § 1; Code 1933, § 54-305; Ga. L. 1946, p. 67, § 3.)

39-2-6. Same—Sale or delivery of newspapers.

Minors under 16 years of age may be employed to sell or deliver newspapers in residential areas between the hours of 5:00 A.M. and 9:00 P.M. but shall not be employed to sell or deliver newspapers between the hours of 9:00 P.M. and 5:00 A.M., provided that such employment shall not be for a longer time than is provided in Code Section 39-2-7 and shall not be performed during school hours. (Ga. L. 1946, p. 67, § 4; Ga. L. 1982, p. 3, § 39.)

39-2-7. Same—Maximum hours of employment.

No minor under 16 years of age shall be employed or permitted to work in any gainful occupation covered by this chapter for more than four hours on any day in which the school attended by said minor is in session, more than eight hours on days other than school days, or more than 40 hours in any one week. (Ga. L. 1946, p. 67, §5.)

39-2-8. Employment of minors 15 years of age during school vacation months.

Repealed by Ga. L. 1988, p. 1629, § 1, effective July 1, 1988.

39-2-9. Employment of minors under 12 years of age generally

No minor under 12 years of age shall be employed or permitted to work in any gainful occupation at any time, provided that this Code section shall not be construed to apply to employment of a minor in agriculture, domestic service in private homes, or any specific employment permitted by this chapter or to employment by a parent or a person standing in the place of a parent. (Ga. L. 1925, p. 291, § 1; Code 1933, § 54-301; Ga. L. 1946, p. 67, § 1; Ga. L. 1971, p. 638, § 1; Ga. L. 1981, p. 792, § 1.)

39-2-10. Employment of minors 12 and 13 years of age in wholesale and retail stores.

Repealed by Ga. L. 1981, p. 792, § 1, effective April 7, 1981.

39-2-11. Employment certificates—Required; requirements for issuance.

- (a) No minor between the ages of 12 and 16 years shall be employed by or permitted to work for any person, firm, or corporation unless a certificate, showing the true age of such minor and that such minor is not less than 12 years of age and is physically fit to engage in the employment sought to be obtained, shall be issued by the school superintendent or by some member of his staff authorized by him in writing, in the county or city where the minor resides or, if a student at a licensed private school, by the principal administrative officer thereof or by some member of his staff authorized by him in writing. A certificate shall also be required for employment of minors between the ages of 16 and 18.
- (b) The certificate provided for in subsection (a) of this Code section must show that the minor is 16 years of age to qualify such minor to work between the hours of 9:00 P.M. and 6:00 A.M. and to be employed in any of the occupations covered by Code Section 39-2-2.
- (c) No employment certificate shall be issued to any minor until he shall have submitted to the issuing officer:
 - (1) A certified copy of a birth certificate or birth registration card; and
 - (2) A statement from the prospective employer indicating that if he were furnished with a certificate from the school superintendent as required by law, he could employ the minor immediately and describing the type of employment offered. It shall be understood that the prospective employer, by furnishing such statement, does not undertake to employ the minor for any specific period of time.
- (d) A like certificate, a copy of which shall be made a part of the minor's school file, shall be issued in cases of all minors between the ages of 16 and 18. The certificate must show that the minor is fully 16 years of age in order to qualify the minor to work between the hours of 9:00 P.M. and 6:00 A.M. and to be employed in any of the occupations covered by Code Section 39-2-2. In addition to the certificate, the superintendent of schools, or some member of his staff authorized by him, shall issue an identification card to each minor in this category of employment. The identification card will certify that the minor

is eligible for employment. The minor shall be exempt from future filings of employment certificates unless his certificate is revoked by the Commissioner of Labor.

(e)

- (1) The certificate provided for in subsection (a) of this Code section shall be accompanied by a letter from the minor's school administrator indicating that the minor is enrolled in school full-time and has an attendance record in good standing for the current academic year. The employer of a minor shall maintain a copy of such certificate and letter in the minor's employment file. Such letter shall be updated in January of each subsequent academic year during which the minor maintains his or her employment until such minor reaches the age of 18 years or receives a high school diploma, a general educational development (GED) diploma, a special education diploma, or a certificate of high school completion, or has terminated his or her secondary education and is enrolled in a postsecondary school. Any employer failing to comply with this subsection shall be guilty of a misdemeanor and, upon conviction thereof, shall be subject to a fine not to exceed \$1,000.00, up to 12 months imprisonment, or both, for each violation.
- (2) The State Board of Education shall promulgate rules and regulations to provide for the issuance of a waiver or exemption from the provisions of this subsection to a minor, upon such minor's petition, if there is clear and convincing evidence that the enforcement of the provisions of this subsection upon such minor would create an undue hardship upon the minor or the minor's family or if there is clear and convincing evidence that the enforcement of the provisions of this subsection would act as a detriment to the health or welfare of the minor, (Ga. L. 1925, p. 291, § 4; Code 1933, § 54-304; Ga. L 1946, p. 67, § 7; Ga. L. 1981, p. 792, § 3; Ga. L. 2004, p. 107, § 21A; Ga. L. 2010, p. 878, § 39/HB 1387.)

39-2-11.1. Employment during the months of vacation from school in the care and maintenance of lawns, gardens, and shrubbery.

Notwithstanding any other provisions of this chapter or any rule or regulation of the Commissioner of Labor adopted pursuant to the provisions of Code Section 39-2-2 to the contrary, a minor 14 years of age or over may be employed during the months of vacation from school in the care and maintenance of lawns, gardens, and shrubbery owned or leased by the employer of such minor, including the operation of equipment in connection therewith, provided the minor is covered by an accident and sickness plan or a workers' compensation insurance policy or plan provided by the employer, the minor presents the employer with the certificate required by Code Section 39-2-11, and the minor is permitted by the employer to care for and maintain only those lawns, gardens, and shrubbery owned or leased by the employer. The work authorized by this Code section includes the care and maintenance of lawns, gardens, and shrubbery on the grounds of mills or factories described in Code Section 39-2-1 and on the grounds of any other factory, mill, or business where employment of the minor within the factory, mill, or business might be prohibited by this chapter or by rules and regulations of the Commissioner of Labor.

39-2-12. Same—Contents; furnishing of blank forms; filing of duplicate copies.

- (a) Employment certificates shall state the full name, date, and place of birth of the minor; the name and address of the parents, guardian, or other person having custody of such minor; and that the minor has appeared before the issuing officer and presented the evidence of age required by Code Section 39-2-11.
- (b) Blank forms of employment certificates and identification cards shall be furnished by the Commissioner of Labor to the school superintendents in the respective cities and counties.
- (c) A duplicate copy of each employment certificate shall be filed with the Commissioner of Labor within 30 days from its issuance. (Ga. L. 1925, p. 291, § 4; Code 1933, § 54-304; Ga. L. 1946, p. 67, § 7; Ga. L. 1981, p. 792, § 3.)

39-2-13. Same—Disposition of certificates upon termination of employment, etc.; requirements as to issuance of subsequent certificates.

- (a) Upon termination of employment of any minor between 12 and 16 years of age, the employer shall return the employment certificate to the issuing officer within five days of the date of termination of employment.
- (b) Where the employment of any minor between 12 and 16 years of age shall not have been terminated, but the minor shall have failed to appear for work for a period of 30 days, the employer shall return the employment certificate to the issuing officer within five days of the date of the expiration of the 30 day period.
- (c) Upon return to the issuing officer of an employment certificate as provided for in this Code section, a new employment certificate shall be issued to a minor only upon presentation by the minor of a new statement from the prospective employer as provided for in Code Section 39-2-11. (Ga. L. 1925, p. 291, § 4; Code 1933, § 54-304; Ga. L. 1946, p. 67, § 7; Ga. L. 1981, p. 792, § 3.)

39-2-14. Same—Revocation of certificates by Commissioner of Labor.

The Commissioner of Labor may at any time revoke any employment certificate if in his judgment the employment certificate was improperly issued. The Commissioner shall be authorized to investigate the true age of any minor employed, hear evidence, and require the production of relevant books or documents. If the employment certificate of a minor is revoked, the employer of the minor at the time of the revocation shall be notified and the minor shall not be employed or permitted to work thereafter until a new and valid employment certificate shall have been obtained. (Ga. L. 1925, p. 291, § 4; Code 1933, § 54-304; Ga. L. 1946, p. 67, § 7; Ga. L. 1981, p. 792, § 3.)

39-2-15. Maximum hours of employment of minors; effect of contracts providing longer hours.

Repealed by Ga. L. 1988, p. 1629, § 2, effective July 1, 1988.

39-2-16. Prohibition of corporal punishment of minors; actions for damages.

Repealed by Ga. L. 1988, p. 1629, § 3, effective July 1, 1988.

39-2-17. Apprenticeship, etc., of minors under 12 years of age for employment as gymnasts, clowns, etc., or for indecent, obscene, or immoral exhibitions, practices, etc.; use, etc., of minors for prohibited purposes.

- (a) Any person who shall sell, apprentice, give away, let out, or otherwise dispose of any minor under 12 years of age to any person for the vocation, occupation, or service of rope or wire walking, begging, or as a gymnast, contortionist, circus rider, acrobat, or clown, or for any indecent, obscene, or immoral exhibition, practice, or purpose shall be guilty of a misdemeanor.
- (b) Whenever a minor shall be disposed of in violation of subsection (a) of this Code section, the person who receives and uses any minor for any of the purposes condemned in said subsection shall be guilty of a misdemeanor. (Ga. L. 1878-79, p. 162, § 1; Code 1882, § 4612f; Penal Code 1895, § §706, 707; Penal Code 1910, § § 756, 757; Code 1933, § § 54-9903, 54-9904.)

39-2-18. Applicability of provisions of chapter to minors employed as actors or performers in motion pictures, theatrical productions, etc.

- (a) Notwithstanding any other provisions of this chapter to the contrary, nothing in this chapter shall apply to any minor employed as an actor or performer in motion pictures or theatrical productions, in radio or television productions, in any other performance, concert, or entertainment, or to any minor employed in the making of phonographic records or as an advertising or photographic model, provided that the written consent of the Commissioner of Labor must be first obtained.
- (b) Before the Commissioner of Labor shall give his written consent, as provided in subsection (a) of this Code section, he shall investigate and determine:
 - (1) That the environment in which the work is to be performed is proper for the minor;
 - (2) That the conditions of employment are not detrimental to the health of the minor;

- (3) That the minor's education will not be neglected or hampered by his participation in any of the activities referred to in subsection (a); and
- (4) That the minor will not be used for pornographic purposes. (Ga. L. 1978, p. 2208, § 1.)

39-2-19. Enforcement of chapter.

It shall be the duty of the Department of Labor to enforce this chapter and the Commissioner of Labor shall issue rules and regulations pursuant thereto. (Ga. L. 1925, p. 291, § 5; Code 1933, § 54-306; Ga. L. 1946, p. 67, § 9; Ga. L. 1981, p. 792, § 4.)

39-2-20. Penalty for violations of chapter.

Any person, firm, or corporation or agent thereof violating any of the provisions of this chapter shall be guilty of misdemeanor. (Ga. L. 1925, p. 291, § 6; Code 1933, § 54-9905; Ga. L. 1946, p. 67, § 8.)

39-2-21. Same—Enjoinder from employing minors.

Any person, firm, or corporation or agent thereof violating any of the provisions of this chapter may be enjoined from employing the minor involved in such violation upon the complaint of the Commissioner of Labor in the superior court of any county in which the employer may be doing business or employing such minor; provided, however, that any court order under this Code section shall be narrowly drawn and narrowly construed so as to provide the minimum possible disruption of the ongoing business affairs of the employer.

3-3-24. Dispensing, serving, selling, etc., of alcoholic beverages by persons under 18 years of age.

- (a) No person shall allow or require a person in his employment under 18 years of age to dispense, serve, sell, or take orders for any alcoholic beverages.
- (b) This Code section shall not prohibit persons under 18 year of age who are employed in supermarkets, convenience stores, breweries, or drugstores from selling or handling alcoholic beverages which are sold for consumption off the premises. (Ga. L. 1958, p. 640, §§ 1, 2; Ga. L. 1974, p. 460, § 1; Ga. L. 1976, p. 409, § 1; Code 1933, § 5A-510; enacted by Ga. L. 1980, p. 1573, § 1; Code 1933, § 5A-511, as redesignated by Ga. L. 1981, p. 1269, § 22.)

**RULES
OF
GEORGIA DEPARTMENT OF LABOR**

**CHAPTER 300-7-1
CHILD LABOR — MINORS
IN ENTERTAINMENT**

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300-7-1-.01 DEFINITIONS

As used in this part, the following terms shall be in effect:

- (a) Employment — An association through performance or participation with any motion picture production company, theatrical group or association, broadcasting (radio and television) or photographic modeling agency whether or not monetary remuneration is provided.
- (b) Minor — Anyone under the age of 18 performing, participating, or employed in the field of entertainment.
- (c) Performance — Participation by a minor in any public presentation or exhibition.
- (d) Production — The creation of a work to be presented on stage, screen, video tape, audio tape, open air, runway modeling, or in still photographs. Production shall not include any play or production produced exclusively by a church or school.
- (e) Department — The Georgia Department of Labor and authorized representatives thereof.
- (f) Commissioner — The Commissioner of the Department of Labor or his authorized representatives.
- (g) Production or performance site — Any facility established by the employer from which minors are at the disposal of, or subject to call by the employer, whether or not physically located on the production set.
- (h) Tutor — A person certified as a tutor by the State Department of Education or who possesses a current certificate to teach in Georgia, or an individual who possesses a bachelor's degree in education; or who meets the requirements of regulations promulgated by the State Department of Education.
(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1.02 INTENT

- (1) It is the intent of the Georgia Department of Labor to provide the greatest protection available to the minors employed within this state. Any ambiguity or questions of interpretation of rules shall be resolved in a manner providing the minor with the greatest protection possible.
- (2) These rules and regulations shall apply to all minors employed in Georgia. Any minor from another state working in Georgia will be governed by these rules.
(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.03 NOTIFICATION REQUIREMENTS

- (1) Any person or entity employing or otherwise utilizing the services of a minor in any film production, video tape production, phonographic recording, stage production or other live performance shall notify the Department of Labor of its intent, not less than 5 working days prior to the beginning of the production. If the employer does not have knowledge of the intent to use minors 5 days prior to the production commencement, the Department must be notified on the earliest date thereafter at which the employer has such knowledge. Such notification shall be made on an application form designated by the Commissioner of Labor. The application shall:
 - (a) be completed in its entirety;
 - (b) detail the nature of the project (for motion picture and theatrical productions a copy of the script shall be included);
 - (c) include anticipated length of participation by the minor;
 - (d) be completed for each minor employed;
 - (e) be submitted to the Department allowing sufficient processing time prior to the beginning of the production.
- (2) Upon receipt of the application(s), the Department will conduct the safety inspection and issue certificates for the employment of minors. Advertising and modeling certificates may be issued by employer attestation of compliance with O.C.G.A. 39-2-18 in lieu of the visual inspection.
- (3) Should changes occur in the aforementioned information or circumstances after consent has been granted, the Department shall be notified of said changes.
(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.04 EDUCATIONAL REQUIREMENTS

- (1) Where any employment responsibilities of minors under 16 years of age require absences from regular school curriculum in excess of 2 consecutive calendar school days, an authorized tutor must be provided at the location of the production or performance.
- (2) The tutor shall be provided by the production or performance company, and neither the minor, nor the minor's family shall incur in part or whole the costs associated with the tutor.
- (3) Each minor shall be provided at least 3 hours of instruction per

day. Such instruction shall be administered by the tutor.

- (4) Daily lesson plans shall be developed and maintained by the tutor, along with all assignments completed by the minor. These documents shall be turned over to the minor's local school officials no later than the end of the employment period.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.05 HOURS OF PARTICIPATION

- (1) No minor under 16 years of age may work or be present at a production or performance site for more than 10 hours. Such 10 hour maximum shall include at a minimum:
 - (a) one hour break for meals; and,
 - (b) one additional hour for rest and recreation.
- (2) If at any time a minor is present on a performance or production site for greater than 4 hours, one hour of rest and recreation must be provided.
- (3) Such additional breaks as may be required to insure the health, safety and well being of the minor shall be permitted. Any request for a break by a departmental representative, in the interest of the minor, must be granted.
- (4) There shall be at least eight hours of rest allowed between productions or performances and the regular school hours upon the minor's return to school following the production or performance.
- (5) In emergency situations the employer may petition the Commissioner of Labor to relax the hours of work limitations provided that consent has been given by the minor's parent or legal guardian.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.06 GUARDIANSHIP

- (1) All minors under age 16 must have a parent or legal guardian present at all times when the minor is on the site of the production or performance, including all times the minor is in wardrobe, make-up, or dress. If the parent or legal guardian is unable to be in attendance, the employer must accept responsibility for the safety and well-being of minor(s) provided consent has been given by the parent or legal guardian.
- (2) Should the Commissioner or his authorized representative determine that the employer is not acting in the minor's

best interest, such consent may be suspended pending a hearing. During this time, the minor shall be removed from the activity until such time as the hearing is concluded. Such hearing will be conducted under the provisions of the Administrative Procedures Act.

- (3) Each production or performance shall designate an individual within the production company on each project who shall be responsible for the coordination and safety of the minor's employment.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.07 SAFETY INSPECTION OF THE WORK LOCATION

- (1) Prior to any minor working on a performance or production, the Department shall conduct an inspection to assure that the location is safe for the minors involved.
- (2) All performance or production sites in which a minor will be required to perform must provide or provide access to the following facilities for all minors:
 - (a) suitable restroom facilities;
 - (b) dressing rooms or other safe and suitable areas for the minors when not performing. Such dressing rooms may not be shared by members of different genders.
 - (c) adequate facilities for drinking water and food service;
 - (d) provisions available for administering first-aid to all minors. Emergency medical personnel must be on site during exterior or potentially hazardous settings in which minors will be participating.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.08 CONDITIONS OF EMPLOYMENT

- (1) No minor in any production or performance shall be allowed to work in any location deemed hazardous under Official Rules and Regulations of the State of Georgia.
- (2) No minor shall be employed where the atmosphere, location, or place of employment is hostile or offensive to the generally accepted standards of this state or the community in which the minor is expected to perform.
- (3) No minor may be required, coerced, or otherwise permitted to pose or perform in a state of nudity or partial nudity, nor shall any minor be present on a set while adults are posing or performing nude or partially nude in acts which are sexu-

ally explicit as defined by the Georgia Criminal Code.

- (4) No scene involving minors may begin until a certificate for the employment of minors or permanent I.D. card has been issued.
- (5) At the time of application minors 16 and 17 years of age may request a permanent employment authorization valid until their 18th birthday. The cardholder shall be exempt from future "minors in entertainment application", filings and shall present said card to the employer as verification of age and authorization for employment. However, this shall not relieve the employer of notification requirements to the Department of Labor.
- (6) Upon determination by the Commissioner of Labor or his authorized representative that provisions enumerated in all subparts herein have been met, a certificate of consent or permanent I.D. card shall be issued. Certificates or permanent I.D. Cards shall be issued for each minor to be employed and shall specify validity periods.
- (7) It shall be the responsibility of the employer to insure compliance with the Official Code of Georgia Annotated and Official Rules and Regulations of the State of Georgia with regard to minors in entertainment.
- (8) At the discretion of the Commissioner or his authorized representative, an extension of participation may be granted upon written request of the employer if the conditions upon which the consent was initially granted have not materially changed.
- (9) The Commissioner or his authorized representative shall be permitted to be on the site for verification during all times in which any minor is employed.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-9, 16-12-100 et. seq.)

300-7-1-.09 WITHDRAWAL OF CONSENT

- (1) Should the conditions upon which the Commissioner relied in granting consent, in the Commissioner's opinion, deteriorate to the detriment of a minor, such consent may be rescinded upon notifying the employer of the effective date of such actions and the basis therefor.
- (2) The Commissioner may, upon request by the Employer or any other aggrieved party, consent to an informal hearing in the Commissioner's office or any appropriate place selected by the Commissioner where the employer or any other aggrieved party may present evidence in support of

a contrary position. The Commissioner may, based upon evidence so presented, reverse the original position and reissue consent for such minor to continue in the performance of his employment.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

300-7-1-.10 EXEMPTION APPLICATION

- (1) Non-profit theatrical organizations exempt from the payment of federal taxes under the Internal Revenue Code of 1954, as amended may file a written petition with the Commissioner of Labor for a certificate to allow the organization to utilize minors within their productions without the necessity of a Certificate of Consent for the Employment of Minors.
- (2) The petition shall include at a minimum:
 - (a) a description of the activities and types of productions in which minors will be involved;
 - (b) attestation of tax exemption status;
 - (c) assurance that the conditions for participation of minors in entertainment set forth in OCGA Section 39-2-18(b) shall be observed.
- (3) In the sole discretion of the Commissioner or his authorized representative, a permanent blanket certificate may be issued to the organization, based upon an evaluation of the petition.
- (4) If the exemption certificate is granted, the organization shall be relieved of compliance responsibilities with the portions of the Official Rules of Georgia related to the notification requirements and the certificate for employment of minors. Exemptions granted to organizations relieving them of the requirements relative to certificates of consent are not to be construed as relieving said organizations from compliance with any state or local laws, rules or ordinances under which they are subject or may become subject at a subsequent date.
- (5) If at any time thereafter the conditions upon which the certificate was granted should substantially change or if as a result of an investigation by the Department of Labor, the organization should be found in violation of OCGA Section 39-2-18(b), the certificate shall be revoked for a period of not less than one year during which time the employer shall be subject to the full application and certification process for each minor employed or otherwise engaged in any theatrical production by the organization.

(Authority: O.C.G.A. Sections 39-2-1, 39-2-18, and 39-2-19.)

**RULES
OF
GEORGIA DEPARTMENT OF LABOR**

**CHAPTER 300-7-2
CHILD LABOR —
HAZARDOUS OCCUPATIONS**

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300-7-2-.01 Age Limitations

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300-7-2-.01 AGE LIMITATIONS

The following occupations, positions and/or locations shall be deemed hazardous and no minor under age of 16 years shall be employed to work at or in the vicinity of or assist in the operation of such hazardous machinery, nor shall a minor under the age of 16 be similarly employed in any other occupation that a reasonable person in good conscience would consider dangerous to the life, limb or injurious to the health and/or morals of such minor.

(a) Occupations connected with:

1. Machinery: Power driven machinery or equipment including elevators whether driven by electric or steam or any other energy but excluding equipment designed to reproduce printed matter, where no electric wiring or connections and/or gears or other moving parts are exposed.
2. Motor vehicles: Automobiles, trucks, tractors, motorcycles, locomotives or any other motorized vehicles of whatever design or intended use. Gasoline service stations where motor vehicles are serviced by checking batteries, radiator, dispensing gasoline, oil, changing tires, lubricating or general repair work including garages.
3. Equipment: Any hand or powered portable tools or equipment peculiar to or generally identified with the building and trades industry including pressure contained vessels whether or not portable.
4. Food process: Butchering, slaughtering meat (including poultry and seafood) processing or rendering plant or freezing and packaging same.
5. Repealed.
6. Fixtures: Retail and wholesale stores where employment requires minors close proximity to hazardous fixtures, such as; open boilers, deep fryers; and, demonstrable merchandise, such as: electric powered fans, guns, knives, etc.
7. Additional hazards:
 - (i) Railroads;
 - (ii) Unguarded gears;
 - (iii) Vessels or boats whether or not engaged in navigation or commerce;
 - (iv) Use of dangerous poisonous gases or acids including dispensing, packing, loading or unloading paints or dyes; any operation where

- dust or lint in injurious quantities are present;
 - (v) Scaffolding or construction;
 - (vi) Communication or public utilities;
 - (vii) Freezers and/or meat coolers;
 - (viii) Loading and unloading goods to or from trucks, railroad cars, conveyors, etc.;
 - (ix) Warehouses;
 - (x) Explosives;
 - (xi) Logging and sawmilling;
 - (xii) Radio active substances;
 - (xiii) Wrecking, shipwrecking, roofing and/or demolition;
 - (xiv) Excavations and/or tunneling;
 - (xv) Mine, coke breaker, coke oven or quarry.
- (8) Exception: Office work where administrative policy forbids access to hazards whether or not enumerated herein. (Authority Ga. L. 1946, p. 67, 68. Administrative History. Original Rule entitled "Age Limitations" was filed May 22, 1980; effective June 11, 1980; amendment filed on May 22, 1981; effective July 1, 1981; amendment effective February 6, 1983.)

300-7-2-.02 TIME OF INSPECTION AND PERTINENT RECORDS.

The Commissioner of Labor shall inspect, or cause to be inspected by his designated representative or representatives at a reasonable time any employer or establishment where a minor is employed. The required work certificates and pertinent records (evidencing hours worked by minor) must be available at location work is performed.

(Authority Ga. L. 1946, p. 67, 68. Administrative History. Original Rule entitled "Time of Inspection and Pertinent Records" was filed on May 22, 1980; effective June 11, 1980.