

## USDOL – Wage and Hour Division Child Labor Compliance Materials

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*This information has been shared with and is stored in the “WBL-Internship” folder within the CDC and CC45 Moodles. CTE Directors have this post as well.*

*(SEE ATTACHED Memo from Bridget Dutton, Wage and Hour Division – US Department of Labor)*

Due to the extenuating circumstances created by COVID-19, we have been busy informing the nation’s workers and employers about the protections and relief offered by the Families First Coronavirus Response Act (FFCRA).

It is vital that employers and workers understand the Act’s workplace protections, and since much of our resources have now shifted to providing outreach to the public on this important subject but we cannot forget any of our vulnerable workplace populations during this time.

Although most schools have now closed their doors, maybe for months, educators are still communicating with students and many are now providing virtual/online classes. We would like to encourage school districts to provide child labor information to their students in online forums or classes, or even as alerts to students’ high school email/social media accounts.

We are concerned that many businesses may be employing minors in food delivery services, such as pizza or grocery delivery, and that minors may also be recruited to perform construction activities, or work long hours at supermarkets so that’s why it’s important to continue to promote child labor education during this difficult time.

The Department has developed an electronic [Child Labor Compliance Assistance Toolkit](#). In addition to publications and fact sheets, we offer the following materials:

#### **Tools for Young Workers and Parents:**

- [Know Your Rights Videos](#): Watch this video series in English and Spanish to learn useful information applicable in different scenarios that workers encounter in the workplace. They include information on federal minimum wage, overtime, and compensable work time.
- [Record Keeper](#): Use this calendar to track your hours and help you understand your overtime rate.
- [Work Hours Calendar](#): Use this calendar to track your work hours.
  - o Video 1: Work Hard, Stay Safe: Summer Job Tips for Youth <https://youtu.be/H3jRRLFSGbU> (15 secs, English)  
<https://youtu.be/CRNfSoxDSa8> (Spanish)
  - o Video 2: Work Hard, Stay Safe: Summer Job Tips for Youth <https://youtu.be/x89rniNi4bA> (30 secs, English)  
<https://youtu.be/4SRWkyXFL-M> (Spanish)
  - o Video 3: Work Hard, Stay Safe: Summer Job Tips for Youth <https://youtu.be/jkO69S4cHp0> (60 secs, English)  
<https://youtu.be/gQMu-mxNBxo> (Spanish)
  - o Video 4: Work Hard, Stay Safe: Agricultural Summer Job Tips for Youth <https://youtu.be/B7Dtdfh2eiM> (15 secs, English)  
<https://youtu.be/H4u1s92aJGA> (Spanish)
  - o Video 5: Work Hard, Stay Safe: Agricultural Summer Job Tips for Youth <https://youtu.be/ANVQK2SOo-g> (30 secs, English)  
<https://youtu.be/FviqCyGesx4> (Spanish)
  - o Video 6: Work Hard, Stay Safe: Agricultural Summer Job Tips for Youth <https://youtu.be/zlgYla2l2vs> (60 secs, English)  
<https://youtu.be/XfEU4U4kHVo> (Spanish)

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### Tools for Educators:

- [Know Your Rights Videos](#): This video series in English and Spanish provides young workers with useful basic information in different scenarios that workers encounter in the workplace. They include information on federal minimum wage, overtime, and compensable work time.
- [Child Labor Presentation for Teens \(Microsoft® PowerPoint®\)](#)
- [Record Keeper](#): A calendar to track your hours and help you understand your overtime rate.
- [Work Hours Calendar](#): A calendar to track your work hours.
  - o Video 1: Work Hard, Stay Safe: Summer Job Tips for Youth <https://youtu.be/H3jRRLFSGbU> (15 secs, English)  
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### Tools for Employers:

- Stickers: Special stickers to place on hazardous equipment to alert all non-agricultural workers that no one under 18 years of age may operate the equipment.
  - [Stop 18 To Operate or Clean This Equipment](#)
  - [Stop No Operators Under 18 Years of Age](#)
  - [STOP You must be at least 18 years old to load, operate or unload this compactor or baler](#)
  - [Forklift Sticker](#)
- [ELaws – Child Labor Rules](#): Provides guidelines for the employment of workers under the age of 18 in non-agricultural occupations.
- Employer’s Pocket Guide to Youth Employment ([English](#) & [Spanish](#))
- Employer’s Pocket Guide to Youth Employment AG ([English](#) & [Spanish](#))
- [Watch and Learn – FLSA Compliance Videos](#): These brief, plain-language explanations of FLSA requirements strip away the “legalese” and provide employers the basic information they need to understand their obligations and to comply with the law.

### Recent USDOL, Wage and Hour Division Press releases around the topic of Child Labor:

- [North Carolina Sawmill Pays Back Wages and Penalty After U.S. Department of Labor Investigation Finds Child Labor and Wage Violations](#)
- [U.S. Department of Labor Investigation Finds Granite Falls, North Carolina, Restaurant Violated Federal Wage and Child Labor Laws](#)

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- **[U.S. Department of Labor Investigation Finds North Carolina Restaurant Allowed Minors to Work Beyond Legally Allowed Hours](#)**

If you any questions regarding any of the information contained in this email please feel free to reach out.

Thanks-  
Bridget

Bridget Dutton  
Community Outreach and Resource Planning Specialist  
Wage and Hour Division  
U.S. Department of Labor  
Email: [dutton.bridget@dol.gov](mailto:dutton.bridget@dol.gov)