



**REQUIRED POSTER:  
EMPLOYERS EMPLOYING WORKERS UNDER THE AGE OF 16**

**Youth Employment List**

Name of Worker	School Year Shift (7 a.m. - 7 p.m.)	Summer Shift (7 a.m. - 9 p.m.)
1) _____	_____	_____
2) _____	_____	_____
3) _____	_____	_____
4) _____	_____	_____
5) _____	_____	_____
6) _____	_____	_____
7) _____	_____	_____
8) _____	_____	_____
9) _____	_____	_____
10) _____	_____	_____

**Work certificates** are required for youth 14 to 15 years of age before they start employment at any job (other than in the entertainment industry) during the school year. No child under the age of 14 may be employed in any capacity (other than in the entertainment industry or in newspaper delivery, babysitting, occasional yard or farm work with parental consent, or some youth sporting events). Work certificates are issued by school superintendents or their designees only upon application requested in person by the child with the written consent of his/her parent, legal custodian or guardian or, if deemed necessary, by the issuing officer, the child shall be accompanied by his parent, guardian or custodian. The school superintendent has the right to deny a certificate if deemed not in the best interest of the youth. School officials should keep copies of certificates issued, and cancellation notices.

**Unacceptable Types of Work and Workplaces for Youth All Ages Under 16**

Below is a list of unacceptable work and workplaces for all youth under 16:

- [Door-to-door sales](#) (excluding churches, schools, scouts)
- Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes, hoisting machines, man lifts, etc.
- Handling/maintaining power-driven machinery (with the exception of lawn/garden machinery in a domestic setting) [\(RSMo 294.011\(7\)\(c\) and RSMo 294.040\(1\)\)](#)
- Mining, quarrying, or stone cutting/polishing (except in jewelry stores)
- Transporting or handling Type A and B explosives or ammunition
- Operation of any motor vehicle
- Metal-producing industries including stamping, punching, cold rolling, shearing, or heating
- Saw mills or cooperage stock (barrel) mills or where woodworking machinery is used
- Jobs involving ionizing or non-ionizing radiation or radioactive substances
- Jobs in hotels, motels, or resorts unless the work performed is physically separated from the sleeping accommodations
- Jobs in any establishment in which alcoholic beverages are sold, manufactured, bottled or stored unless 50 percent of the workplace sales are generated from other goods
- Any job dangerous to the life, limb, health, or morals of youth

**Acceptable Work Hours for 14 and 15 year olds**

- Between 7 a.m. and 7 p.m. during the school year
- Between 7 a.m. and 9 p.m. from June 1 through Labor Day
- No more than three hours a day on school days
- No more than eight hours a day on non-school days
- No more than six days or 40 hours in a week

Please contact the Missouri Division of Labor Standards at 573-751-3403, or e-mail us at [childlabor@labor.mo.gov](mailto:childlabor@labor.mo.gov) or go to [www.labor.mo.gov/DLS](http://www.labor.mo.gov/DLS) if you have questions or need additional copies of this list.

***\*\*Employers are required to post this list of employed youth under the age of 16.***