This notice is to be posted in a conspicuous place. This notice is for ready reference only. For full text, consult N.J.S.A. 34-2.21.1 et seq. and N.J.A.C. 12:8 et seq.

New Jersey Child Labor Law Abstract

34-2.21-1 to 34-2.21-6 N.J.S.A., and Rules and Regulations

General Information

Minors under 18 years of age must receive a minimum 30-minute meal period after 5 consecutive hours of work. Minors in commerce or employment between the ages of 16 and 18 may not be employed during the hours they are required to attend school. Minors who are gainfully employed must have an employment certificate or a "certificate of work experience." These are secured from the issuing officer of the department of labor and workforce development. A penalty must apply in person.

For working papers, carefully. They contain information that is important to you. Paperwork is valid only for the period of time and conditions stated thereon.

A work permit may be required by an employer of a minor who is between the ages of 18 and 21. This work permit is issued by the department of labor and workforce development and protects the employer against the possibility of age misrepresentation.

Exemptions to some of these prohibitions apply to work done by pupils in public or private schools under supervision and instruction of officers or teachers, or to a minor who is at least 17 years of age employed in the type of work to which the minor majored under the conditions of the special vocational school graduate program (see junior achievement programs). The Department of Education, however, does list the prohibited occupations which minors in this program may perform. Employers should check with the coordinator of that program to ensure their compliance with these prohibitions.

No minor under 18 years of age shall be employed, permitted, authorized to work in, about, or in connection with power-driven machinery.

Power-driven machinery includes, but is not limited to the following:
- The manufacture or packing of paint, colors, white lead, red lead, or similar compositions.
- The manufacture, transportation or use of explosives or highly inflammable substances.
- The making or packing of gas or oil, kerosene, gasoline, or similar products.
- The manufacture or packing of gasoline, or any combustible liquid, gas, or similar products.
- The manufacture, transportation or use of explosives or highly inflammable substances.

Penalty:
- For an initial violation and not less than $200 nor more than $4,000 for each
- 6 days a week After 11:30 p.m. Employment

Prohibited Occupations

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Penalty:
- For an initial violation and not less than $200 nor more than $4,000 for each
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Records Requirements

For all minors under the age of 18, except those engaged in domestic service, private homes, and in agricultural pursuits, and for those whose ages are between 16 and 18 years of age employed during the months of June, July, August or September by a summer resident camp, conference or retreat operated by a nonprofit or religious corporation or association.

A penalty of $100 for a first violation, $500 for a second violation, not more than $1,000 for a third violation, and not more than $5,000 for each subsequent violation, specified in a schedule to be promulgated by or regulation by the commissioner in accordance with the Administrative Procedures Act. PL 1976, c.402 (22b:14-1 et seq.). When determining the amount of the penalty for a violation of this statute, the commissioner shall consider factors which include the history of violations by the employee, the severity of the violation, the good faith of the employee, and the size of the employee's business. No administrative penalty shall be levied upon a minor unless the minor is not employed by a department of labor and workforce development and the alleged violator will be notified with violation of the law and the amount of the penalty by certified mail. The violator shall request a hearing before the commissioner or his designee within 15 days following the receipt of the notice of the violation. The commissioner shall issue a final order upon such hearing and a finding that a violation has occurred. If a hearing is requested, the hearing shall become a final order upon expiration of the 15-day period. Payment of the penalty is due when a final order is issued. Failure to pay the penalty within 30 days after a final order is issued results in a lien on the property of the minor in the amount of the penalty, unless the lien is released in accordance with the lien law.

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