

Except for youths under the age of 16 working in the manufacturing and mining industries, the Occupational Restrictions are exempt under the following conditions:

- When youths are employed by a parent or relative and that person owns at least 10% of the company and is actively engaged in the daily operation of the organization.
- Federal Child Labor Law does not provide for a parental exemption from occupational restrictions. Under federal law however, there is a parental exemption for the number of hours a youth may work.
- When youths are employed as stars or performers in motion picture, theatrical, radio or television productions, provided the Department is notified in advance.
- When youths are employed in career education programs, vocational or technical training school programs. These programs must be recognized programs under the Department of Education pursuant to Title 15, Chapter 7, Article 5.
- When youths are employed as apprentices and registered by the Bureau of Apprenticeship and Training.
- When youths are employed under the 4-H Federal Extension Service or the United States office of education vocational agriculture training programs.
- When youths have completed vocational or career education programs approved by the Department of Education in which the programs are directly related to the prohibited occupation.
- When youths are legally married.*
- When youths have a high school diploma or its equivalent.

*Please Note: The exemptions for marriage and high school diplomas or its equivalent are not recognized exemptions under the Federal Child Labor Laws.

RESTRICTIONS FOR MINORS 17 AND UNDER:

Under Arizona's Youth Employment Law and the Federal Child Labor Law, employers are under the jurisdiction of federal and state agencies. In those cases of dual jurisdiction the more restrictive requirement would apply. If an employer is exempted by either the state or federal law, the nonexempted law would apply.

- Occupations in the manufacturing or storing of explosives.
 - Occupations as a motor vehicle driver or outside helper. Under the State Law, 16 and 17 year old minors can drive if the total driving time does not exceed two hours per day or 25% of their work day. They also can not drive fifty or more miles per day.
The Federal Child Labor Law prohibits 16 and 17 year olds from driving on the job. Contact the Federal Wage and Hour Division for more information
 - Mine and quarry occupations.
 - Logging occupations including, but not limited to occupations in connection with mills.
 - Operation of power-driven woodworking machines.
 - Occupations with exposure to radioactive substances and to ionizing radiation.
 - Operation or the assistance in the operation of a power-driven hoist or an elevator, including, but not limited to forklifts, cranes or derricks.
 - Operation of power-driven metal working, forming, punching or shearing machines.
- Occupations involving slaughtering, meat packing, processing or rendering of meat, including operation, set-up, repair, adjustment, oiling or cleaning of a power-driven meat processing machine.