

Addendum for Student Learner in Hazardous Occupations and Cooperative Education Training Plan

(Attach to the WBL Plan/Agreement for minors under 18 years of age)

KENTUCKY CTE
EMPOWERED
Today's Career and Technical Education



Non-Agricultural HAZARDOUS OCCUPATIONS PROHIBITED FOR MINORS AGES 16-17



- HO 1: Manufacturing and storing of explosives
- HO 2: Motor-vehicle driving and outside helper on a motor vehicle
- HO 3: Coal mining
- HO 4: Occupations in forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging and sawmilling
- HO 5*: Power-driven woodworking machines
- HO 6: Exposure to radioactive substances
- HO 7: Power-driven hoisting apparatus, including forklifts
- HO 8*: Power-driven metal-forming, punching and shearing machines
- HO 9: Mining, other than coal mining
- HO 10*: Operating power-driven meat processing equipment, including **meat slicers and other food slicers**, in retail establishments (such as grocery stores, restaurants kitchens and delis) and wholesale establishments, and most occupations in meat and poultry slaughtering, packing, processing or rendering
- HO 11: Power-driven bakery machines including vertical dough or batter mixers
- HO 12*: Power-driven balers, compactors and paper processing machines.
- HO 13: Manufacturing bricks, tile and kindred products
- HO 14*: Power-driven circular saws, band saws, chain saws, guillotine shears, woodchippers and abrasive cutting discs
- HO 15: Wrecking, demolition and shipbreaking operations
- HO 16*: Roofing operations and all work on or about a roof
- HO 17*: Excavation operations


* These HOs provide limited exemptions for 16- and 17-year-olds who are bona fide student learners and apprentices.

** Please reference the [Child Labor Bulletin #101](#) for HOs that pertain to students under the age of 16.



Agricultural

HAZARDOUS OCCUPATIONS PROHIBITED FOR MINORS UNDER THE AGE OF 16



NOTE: These prohibitions on employment in hazardous occupations in agriculture do not apply to youth employed on farms owned or operated by their parents.

- **HO 1*:** Operating a tractor of over 20 power-take-off (PTO) horsepower or connecting or disconnecting an implement or any of its parts to or from such a tractor
- **HO 2*:** Operating or assisting to operate (including starting, stopping, adjusting, feeding or any other activity involving physical contact associated with operation) any of the following machines:
 - a)** corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger or mobile pea viner;
 - b)** feed grinder, crop dryer, forage blower, auger conveyer or the unloading mechanism of a non-gravity type self-unloading wagon or trailer; or
 - c)** power post hole diggers, power post driver or non-walking type rotary tiller
- **HO 3*:** Operating or assisting to operate (including starting, stopping, adjusting, feeding or any other activity involving physical contact associated with operation) any of the following machines:
 - a)** trencher or earthmoving equipment
 - b)** forklift
 - c)** potato combine
 - d)** power-driven circular, band, or chain saw
- **HO 4*:** Working on a farm in a yard, pen or stall occupied by:
 - a)** bull, board, or stud horse maintained for breeding purposes; or
 - b)** a sow with suckling pigs, or a cow with a newborn calf (with umbilical cord present)
- **HO 5*:** Felling, bucking, skidding, loading or unloading timber with butt diameter of more than 6 inches
- **HO 6*:** Working from a ladder or scaffold (painting, repairing or building structures, pruning trees, picking fruit, etc.) at a height over 20 feet
- **HO 7:** Driving a bus, truck or automobile when transporting passengers or riding on a tractor as a passenger or helper
- **HO 8:** Working inside:
 - a)** a fruit, forage or grain storage designed to retain an oxygen deficient or toxic atmosphere
 - b)** an upright silo within two weeks after silage has been added or when a top unloading device is in operating position
 - c)** a manure pit
 - d)** a horizontal silo while operating a tractor for packing purposes
- **HO 9:** Handling or applying toxic agricultural chemicals (including cleaning or decontaminating equipment, disposal or return of empty containers or serving as a flagman for aircraft applying such chemicals). Such toxic chemicals are identified by the word "poison," or "warning," or are identified by a "skull and crossbones" on the label
- **HO 10:** Handling or using a blasting agent, including but not limited to, dynamite, black powder, sensitized ammonium nitrate, blasting caps, and primer cord
- **HO 11:** Transporting, transferring, or applying anhydrous ammonia

**These HOs provide limited exemptions for minors under the age of 16 who are bona-fide student learners.*

***Please reference the [Child Labor Bulletin #102](#) for additional information on these HOs.*

Conditions for Hazardous Occupation Exemptions

For more details on the specifics of the HO Exemptions, please reference Chapter 1: Legal Topics and Responsibilities of the [Work-Based Learning Manual](#). As noted in Chapter 1, the conditions for an exemption include the following:

- 1) The student learner is enrolled in a course of study and training in a vocational education training program in agriculture under a recognized state or local educational authority or in a substantially similar program conducted by a private school,
- 2) Such student learner is employed under a written agreement which provides:
 - a) that the work of the student learner is incidental to the training
 - b) that such work shall be intermittent, for short periods of time, and under the direct and close supervision of a qualified and experienced person
 - c) that safety instruction shall be given by the school and correlated by the employer with on-the-job training
 - d) that a schedule of organized and progressive work processes to be performed on the job shall have been prepared
- 3) Each such written agreement shall contain the name of the student learner and shall be signed by the employer and by a person authorized to represent the educational authority of school.
- 4) Copies of each agreement shall be kept on file by both the employer and either the educational authority or the school. 29 CFR 570.72(a).

Written Agreement for Employment in Hazardous Occupations

Student's Name:

Job Title:

Exemption Information

Choose the Hazardous Occupation Category* and list the specific Exemption Order #:

Non-Agricultural Occupation

Exemption order #:

Agricultural Occupation

Exemption order #:

List the specific hazardous tasks to be performed at the worksite:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

Supervision Details

Identify areas of general supervision to be provided for the student learner at the worksite:

Identify areas where direct supervision is to be provided for the student learner performing hazardous tasks on the worksite:

** This agreement is an exemption from Child Labor Order Number from the identified hazardous occupation list specified above. The exemption is effective when all parties abide by the terms of the agreement.*

Required Signatures

Worksite Supervisor:

Date:

Certified Program Area Teacher:

Date:

Work-Based Learning Coordinator:

Date:

Parent/Guardian:

Date: