



U.S. Department of Labor Wage and Hour Division New Youth Employment Regulations Issued for Roofing

The Department of Labor's Wage and Hour Division issued new youth employment rules on December 16, 2004 which, among other things, expand the protections of Hazardous Occupations Order No. 16 (HO 16). HO 16, which previously prohibited the employment of workers under 18 years of age in any roofing occupation, will also prohibit these minors from performing any work on or about a roof or in close proximity to a roof.

- **Youth under 18 years of age may not work in roofing occupations.**

The term *roofing occupations* means all work performed in connection with the installation of roofs, including related metal work such as flashing, and applying weatherproofing materials and substances (such as waterproof membranes, tar, slag or pitch, asphalt prepared paper, tile, composite roofing materials, slate, metal, translucent materials, and shingles of asbestos, asphalt, wood or other materials) to roofs of buildings or other structures. The term also includes all jobs on the ground related to roofing operations such as roofing laborer, roofing helper, materials handler and tending a tar heater.

- **Youth under 18 years of age may not perform work on or about a roof.**

The term *on or about a roof* includes all work performed upon or in close proximity to a roof, including carpentry and metal work, alterations, additions, maintenance and repair, including painting and coating of existing roofs; the construction of the sheathing or base of roofs (wood or metal), including roof trusses or joists; gutter and downspout work; the installation and servicing of television and communication equipment such as cable and satellite dishes; the installation and servicing of heating, ventilation and air conditioning equipment or similar appliances attached to roofs; and any similar work that is required to be performed on or about roofs.

This prohibition is not limited to circumstances where the minor employee is standing or working on the roof itself but extends to standing or working on a ladder or scaffold at or near the roof, as well as working from or being transported to or from the roof in mechanical devices such as hoists.

Youth less than 18 years of age may not use roofs to access equipment or other work places and are prohibited from performing tasks associated with the installation of roofs on metal buildings.

- The rules allow 16- and 17-year-olds who are employed pursuant to a bona fide apprenticeship or student-learner program to perform work that would otherwise be prohibited.

The Department of Labor provides this information to enhance public access to information on its programs. This publication is for general information and is not to be considered in the same light as official statements of position contained in regulations.



To learn more about the U.S. Department of Labor's Final Revisions to the Youth Employment Regulations visit: www.youthrules.dol.gov