



Tennessee Department of Children's Services

Protocol for Youth Work Restrictions

Supplemental to DCS Policy: 18.3 On Campus Work Program in a Youth Development Center (YDC) & 18.6 Off Campus Employment Program in a Youth Development Centers (YDC)

1. Youth less than eighteen (18) years of age are prohibited from being employed in occupations (refer to the [Fair Labor Standards Act of 1938; 29 CFR, Part 570, E](#)) included in the following list:
 - a) Businesses or plants manufacturing or storing explosives or articles containing explosive components;
 - b) Motor vehicle driving occupations;
 - c) Occupations in mining at metal mines, quarries, aggregate mines and other mining sites including underground work in or about open cut mines, sand and gravel operations.
 - d) Logging occupations and occupations in the operation of any sawmill, lath mill, shingle mill or cooperage-stock mill;
 - e) The operation of power-driven woodworking machines;
 - f) Exposure to radioactive substances and to ionizing radiations;
 - g) The operation of elevator and other power-driven hoisting apparatus;
 - h) The operation of power-driven metal-forming, punching and shearing machines;
 - i) Slaughtering, meat-packing, processing or rendering;
 - j) The operation or cleaning of hazardous power-driven bakery machines;
 - k) The operation or cleaning of hazardous power-driven paper products machines;
 - l) Manufacture of brick, tile and kindred products;
 - m) The operation of circular saws, band saws and guillotine shears;
 - n) Wrecking, demolition and ship-breaking operations;
 - o) Roofing operations;
 - p) Occupations in excavation operations;
 - q) Posing or modeling alone or with others while engaged in sexual conduct for the purpose of preparing a film, photograph, negative, slide or motion picture;
 - r) Any occupation in a place of employment where the average monthly gross receipts from the sale of intoxicating beverages exceed twenty-five percent (25%) of the total gross receipts of the place of employment, or in any place of employment where a minor will be permitted to take orders for or serve intoxicating beverages regardless of the amount of intoxicating beverages sold in the place of employment; and

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- s) Any occupations that the Commissioner will (by regulation pursuant to the provisions of [TCA 50-5-106](#), Prohibited employment for minors) declare to be hazardous or injurious to the life, health, safety and welfare of minors.
2. In addition to the occupations above, youth between fourteen (14) and fifteen (15) years of age are also prohibited from being employed in occupations (refer to [The Fair Labor Standards Act of 1938: 29 CFR, Part 570.33](#)) included in the following list:
- a) Occupations requiring the performance of any duties in work rooms or work places where goods are manufactured, mined or otherwise processed;
 - b) Occupations that involve operating, tending, setting up, adjusting, cleaning, oiling, or repairing hoisting apparatus;
 - c) Work performed in or about boiler or engine rooms or in connection with the maintenance or repair of the establishment, machines or equipment;
 - d) Outside window washing that involves working from window sills, use of ladders, scaffolds or their substitutes;
 - e) Cooking or baking with equipment such as rotisseries, broilers, pressurized equipment including deep fryers and devices that operate at extremely high temperatures or with an open flame;
 - f) Loading and unloading of goods or property onto or from motor vehicles or conveyors; and
 - g) Occupations in connection with public messenger service, warehousing and storage, communications and public utilities, and construction.