

EXPLANATION OF EXCEPTIONS

1. An employment certificate or permit is not required for work as a caddy on a golf course. However, the caddy must be at least 14 years old.
2. An employment certificate is not required for a babysitter. However, the babysitter must be at least 14 years old.
3. A farm work permit is not required for minors 16 and 17 years of age to work on a farm.
4. Minors 14 and 15 years of age must have an employment certificate to work on a farm stand or a farmers' market stand if more than 5% of the goods sold are not produced on the owner's farm. If less than 5% of the goods sold are not grown on the owner's farm, a farm work permit is required. A permit also is required for minors 12 and 13 years of age employed in the hand harvest of berries, fruits, and vegetables. A farm work permit is not required for a minor 12 to 16 years of age to work at a farm stand or a farmers' market stand owned or leased by their parent, guardian, grandparent, aunt, or uncle.
5. An employment certificate or permit is not required for minors 12 years of age or older working for their parents either on the home farm or at other outdoor work not connected with a business.
6. An employment certificate is not required for a college student 16 or 17 years of age employed by a non-profit college or university or fraternity, sorority, student association, or faculty association.
7. An employment certificate is not required for a minor 14 or 15 years of age to engage in casual employment consisting of yard work and household chores in and about a residence or the premises of a non-profit, non-commercial organization, if it does not involve the use of power-driven machinery. Minors 16 or 17 years of age do not need employment certificates for casual work even if it involves power-driven machinery ordinarily used in connection with yard work or household chores. For lawn and garden work, therefore, the requirement for an employment certificate depends on the minor's age, whether power-driven machinery is used, and whether the employment is casual (without regularity, occasional, without foresight, plan, or method).