

Prohibited Tasks for All Minors

- Plants or establishments that manufacture or store explosives or articles containing explosive components.
- Logging and the operation of any sawmill, lath mill, shingle mill, or cooperage-stock mill
- Power-driven woodworking machines
- Radioactive substances and to ionizing radiations
- Power-driven hoisting apparatus
- Power-driven metal forming, punching, and shearing machines
- Mining
- Slaughtering and meat packing establishments and rendering plants
- Power-driven bakery machines except for pizza dough rollers with required safety features
- Power-driven paper products machines. See Iowa Code chapter 92 for the baler exception
- Manufacturing brick, tile, and related products
- Circular saws, band saws, and guillotine shears
- Wrecking, demolition, and shipbreaking operations
- Roofing
- Excavation
- Foundries, except for the office, shipping, and assembly areas
- Dry cleaning or dyeing machinery
- Exposure to lead fumes or its compounds, or to dangerous dyes and chemicals
- Transmission, distribution, or delivery of goods or messages 10 p.m. to 5 a.m.
- Nude or topless dancing establishments



Department of Inspections, Appeals, & Licensing

This is a summary of the child labor laws in Iowa. For further details on tasks allowed, tasks prohibited, and exemptions see Iowa Code chapter 92.

Minors Serving Alcohol

Minors 16 and 17 may serve alcohol if certain conditions are followed. For further information, contact the Alcoholic Beverages Division of the Iowa Department of Revenue at <https://abd.iowa.gov>.

Federal Law

Federal Child Labor Laws are more restrictive than Iowa Child Labor laws. Employers should seek legal advice to determine if they are to comply with Federal Child Labor Laws. For further information on federal restrictions, consult with the Wage and Hour Division of the US Department of Labor at 866-487-9243, or see the US DOL website at <https://www.dol.gov>.

For Further Information

If you have any questions or wish to report a child labor violation, contact:
Wage and Child Labor Unit
Investigation Division
Department of Inspections, Appeals, Lic
WCLU@dia.iowa.gov
Phone 515-631-8901

Hiring Iowa Teens:

A Guide for Employers about Iowa



Department of Inspections,
Appeals, & Licensing

What an Employer Needs to Know

Iowa youths are eager to work. Especially during the summer months. To a teenager, a job means money for school and other expenses, work experience, and may help in deciding on a career path.

As an employer, you should be aware that Iowa Child Labor laws restrict both hours and types of work.

Times and Hours Restrictions 14 and 15 year old

June 1st through Labor Day Summer Recess

- 7:00 a.m. to 11:00 p.m.
- 8-hour work day
- 30 minute break after 5 hours worked
- 40 hours per week.

Labor Day through June 1st School In Session

- 7:00 a.m. to 9:00 p.m.
- 6 hour shift on school days
- 8 hour shift on weekends
- 30 minute break after 5 hours worked
- 28 hours per week

Applies to all public, private and home-school minors

No hour restrictions for minors over 16 years of age

Appropriate Tasks

Tasks Allowed for 14 & 15 year olds

- Retail, food service, and gasoline service establishments
- Office and clerical work, including operation of office machines
- Cashiering, selling, modeling, artwork, advertising departments, window trimming, and comparative shopping
- Price marking and tagging, assembling orders, packing, and shelving
- Bagging and carrying out customers' orders.
- Errand and delivery work by foot, bicycle, or public transportation
- Cleanup work, including vacuum cleaners and floor waxers, and maintenance of grounds
- Kitchen work and other work involved in preparing and serving food and beverages
- For motor vehicles and trucks: dispensing gasoline and oil, courtesy service, car cleaning, car washing, and car polishing
- Cleaning vegetables and fruits
- Wrapping, sealing, labeling, weighing, pricing, and stocking goods
- Loading and unloading from motor vehicles non-power-driven hand tools and personal protective equipment that the minor will use as part of their employment
- Laundering
- Removal of off-type plants and corn tassels and hand-pollinating from June 1 through Labor Day

Tasks Allowed for 15-year-olds

- Loading and unloading non-power-driven equipment into motor vehicles (up to 30 pounds)

- Loading and unloading groceries and other retail items into motor vehicles (up to 30 pounds)
- Stocking shelves (up to 30 pounds)
- Lifeguard and swim instructor

Prohibited Tasks

Prohibited Tasks Under 16 Years old

- Manufacturing
- Mining
- Processing except when specifically allowed by statute
- Duties in workrooms or workplaces where goods are manufactured, mined, or processed
- Public messenger service
- Hoisting apparatus and power-driven machinery
- Transportation of persons or property
- Warehousing and storage
- Communications and public utilities
- Construction, including repair
- Boiler or engine rooms
- Maintenance or repair of an establishment, machines, or equipment
- Working from windowsills, ladders, scaffolds, or their substitutes
- Cooking, except at soda fountains, lunch counters, snack bars, or cafeteria serving counters, and baking
- Power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers
- Loading and unloading goods to and from trucks, railroad cars, or conveyors.
- Warehouses, except office and clerical work