

WAR RELOCATION AUTHORITY

Washington

September 21, 1942

ADMINISTRATIVE INSTRUCTION NO. 27

Supplement 1

Subject: Employment Standards for Persons 14 to 18 years of Age.

The following minimum standards on the employment of children and young persons will be followed by the War Relocation Authority. In general these standards are at least as high as those required by the child labor laws in the State standards are higher, they should be observed. These requirements were drawn up in cooperation with the Children's Bureau of the U. S. Department of Labor.

Employment Within a Relocation Area

1. Minimum Age for General Employment

- (a) 16 in factories.
- (b) 14 in non-factory employment.
- (c) Children 14 to 16 may be employed in non-factory employment, but only outside school hours.
- (d) Children attending school shall not be employed during school hours except as such employment is performed as an authorized part of vocational education within the school program.

2. Minimum Age for Employment in Hazardous Occupations.

In hazardous occupations, 18 will be the minimum age of employment. Hazardous occupations will include those which have been so declared by the Chief of the Children's Bureau for the employment of minors of 16 and 17 under the Federal Fair Labor Standards Act, and such other hazardous occupations as the Project Director, with the approval of the Regional Director, shall establish. At the present time the following occupations among others have been designated as hazardous by the Chief of the Children's Bureau:

- Work in sawmilling and logging
- Work in coal mines
- Work in or about plants manufacturing explosives
- Work involving exposure to radioactive substances.

3. Maximum Hours of Work and Night Work

- (a) Maximum hours for work for minors under 18 shall be 8 hours a day and 40 hours a week. The work week shall not exceed 6 days.
- (b) Adequate provision shall be made for a lunch period.
- (c) Combined hours of work and school for minors under 16 years of age shall not exceed 8 hours a day.
- (d) Each employed minor under 18 shall have time off for an uninterrupted period of at least 12 hours nightly, starting no later than 9:00 p.m. and ending no earlier than 6:00 a.m.

4. Physical Examinations

An examination by a physician to determine physical fitness shall be given children and young persons under 18 before they are placed in employment or in vocational training work requiring physical exertion.

5. Administrative Arrangements

The Project Employment Office will not refer a person under 18 years of age to work until his age has been determined from a birth certificate or the Individual Record form (WRA-26) and the physical examination has shown that the young person is physically fit to perform the intended work.

Employment Outside a Relocation Area

6. Group Employment

In outside group employment, such as sugar-beet and other seasonal agricultural employment, recruitment of persons under 16 without their families will not be permitted. Recruitment of persons 16 and 17 years of age without their families will be permitted when it can be demonstrated that the conditions of employment will safeguard their health and well-being, and that the employer will comply with the laws of the State and the Fair Labor Standards Act on child labor standards. All persons under 18, whether or not accompanied by their parents, must be certified as physically fit for the proposed employment before recruited.

7. Individual Employment

In individual employment outside a relocation area, as under Administrative Instruction No. 22, applications will not be received by the Project Director from persons under 16 who are not to live with close relatives at the place of employment. For persons under 18 who are not accompanied by their parents, the Washington Office of the W. R. A. will investigate the employment offered with particular care.

8. Compensation

- (a) Children under 18 who regularly attend school and are employed outside of school hours by WRA or in consumer or WRA-operated producer enterprises within the relocation centers shall be compensated for such labor. Compensation shall not vary in accordance with the type of work done and shall be computed in the same manner provided for part-time work in Section V (d) of Administrative Instruction No. 27.
- (b) Children under 18 who accept private employment outside of school hours shall be compensated at the established prevailing wage for the type of work performed by them, and shall be subject to the rights and obligations outlined under Section X of Administrative Instruction No. 27.
- (c) No compensation shall be given for work performed in regular school hours as part of the school vocational training program.
- (d) Children regularly enrolled in school shall not be entitled to unemployment compensation due to inability to find work outside of regular school hours.

Director