



## Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

Wisconsin's employment of minors laws prohibit the use of certain potentially hazardous equipment by minors under the age of 18. This document provides a list of equipment commonly used in manufacturing and construction jobs and explains when minors may use such equipment.

### Notes:

- ◆ **The list is not exhaustive.** If you have questions about a particular piece of equipment, please contact the Department's Equal Rights Division.
- ◆ Minors 15 and under may not be employed in "manufacturing, mining, or processing occupations." This includes occupations that require the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed. See [Wis. Admin. Code § DWD 270.13\(13\)](#).
- ◆ **The Student Learner Exemption:** A "student learner" is a student of an accredited school who is employed on a part-time basis to obtain both scholastic credit and employment training under a bona fide written school-work training program agreement.
  - A student learner is permitted to do some work that is otherwise prohibited if the student learner is performing service within a bona fide school-work training program
    - sponsored by an accredited school
    - authorized and approved by
      - the state department of public instruction,
      - the technical college system board, or
      - the department's youth apprenticeship program.
  - Each school-work training agreement shall:
    - include the name of the student learner;
    - be signed by the parent, employer, and school principal;
    - be kept on file by both the school and the employer; and
    - shall provide all of the following:
      - That the work of the student learner in the occupation declared hazardous under ss. DWD 270.12 and 270.13 is **incidental** to the student learner's training, and shall be intermittent and only for short periods of time (i.e., for 5% or less of the total work hours);
      - direct and close supervision of a qualified and experienced person.
      - safety instructions will be given by the school and correlated by the employer with on-the-job training.
      - a schedule of organized and progressive work processes to be performed on the job.



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| Type of Equipment              | Okay under 16? | Okay 16 and over? | Okay for <u>Student Learners</u> ? | Comments  |
|--------------------------------|----------------|-------------------|------------------------------------|---|
| Acetylene torch                | No             | Yes               | Yes                                | Okay for 16-17 year-olds; no restrictions.  |
| Assembly, Hand                 | Yes            | Yes               | Yes                                | No restrictions.  |
| Automatic Shape & Sand         | No             | Yes               | Yes                                | Prohibited under 16; allowable under <a href="#">section DWD 270.14(3)</a> , the "student learner" exemption, assuming student meets all requirements therein. This includes Youth Apprentices. |
| CNC Router                     | No             | Yes               | Yes                                | (1) Okay for 16-17 year-olds when there is full automatic feed and ejection.<br>(2) Okay for student learners.  |
| Cleat bender, manual           | Yes            | Yes               | Yes                                | Okay, but not on construction site under 16.  |
| Cleat bender, power-driven     | No             | Yes               | Yes                                | Prohibited under 16.  |
| Deburring Machine              | No             | Yes               | Yes                                | Prohibited under 16.  |
| Demo Hammer                    | Yes            | Yes               | Yes                                | Not prohibited. However, note that demolition work is never allowed to those under 18 years of age. See <a href="#">§ DWD 270.12(28)</a> .  |
| Drawer Clamp                   | Yes            | Yes               | Yes                                | Not prohibited.   |
| Drill, Cordless; Drill, Radial | No             | Yes               | Yes                                | Okay for 16-17 year-olds; no restrictions.  |



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| Drill Press  | No             | Yes               | Yes                                | Okay for 16-17 year-olds. See <a href="#">§ DWD 270.13(15)(b)1</a> . Prohibited for younger minors.  |
| Flanging machines (snaplock, pittsburg, pipe lock) | No             | No                | Yes                                | Prohibited generally (§ <a href="#">DWD 270.12(19)</a> ), allowable under <a href="#">§ DWD 270.14(3)</a> , the "student learner" exemption, assuming student meets all requirements therein. This includes Youth Apprentices. |
| Forklift   | No             | No                | No                                 | See <a href="#">§ DWD 270.12(12)</a> . The forklift is the piece of equipment most commonly involved in industrial injuries. No minor, including student learners, may use them under any circumstances.                       |
| Framing Clamp Table                                | No             | Yes               | Yes                                | Okay for 16-17 year-olds; no restrictions.   |
| Grinder, Hand, Bench, or Table                     | No             | Yes               | Yes                                | Machinery listed under <a href="#">§ DWD 270.13(15)</a> , prohibited under 16.   |
| Hammer drill                                       | No             | Yes               | Yes                                | Machinery listed under <a href="#">§ DWD 270.13(15)</a> , prohibited under 16.   |
| Hydraulic Press                                    | No             | Yes               | Yes                                | Okay for 16-17 year-olds; no restrictions.   |
| Impact guns; corded and cordless                   | No             | Yes               | Yes                                | Okay for 16-17 year-olds; no restrictions.   |



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|-----------------------|----------------|-------------------|--|--|
| Iron Worker           | No             | Yes/No            | Yes  | Prohibited generally as a metal-forming machine. Okay for 16-17 year-olds if equipped with full automatic feed and ejection. Allowable for student learners.   |
| Jib Hoist             | No             | No                | No   | Prohibited under <a href="#">§ DWD 270.12(12)</a> . No student learner exception.  |
| Laser Cutting Machine | No             | Yes/No            | Yes  | The hazardous employments listed in the child labor regulations do not address laser equipment directly. The Division has long considered them to be analogous to some types of welding tools. Welding is permitted for minors 16 and over as long as lead is not used in the welding process. Given these considerations, there is nothing in the child labor law that would prohibit the use of laser equipment by a 16-17-year-old. |
| Laser, PRC            | No             | Yes/No            | Yes  | See above comments. Additionally, this piece of equipment must have automatic feed and ejection.   |
| Lathe                 | No             | Yes               | Yes  | See <a href="#">§ DWD 270.13(15)</a> .   |
| Lift, walk behind     | No             | No                | No   | Hoists and hoisting apparatuses are prohibited with very few exceptions. See <a href="#">§ DWD 270.12(12)</a> .  |



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| Overhead crane             | No             | No                | No                                 | Hoists and hoisting apparatuses are prohibited with very few exceptions. See <a href="#">§ DWD 270.12(12)</a> .                                       |
| Packaging, hand            | Yes            | Yes               | Yes                                | No restrictions. Note that minors under 16 cannot work in "manufacturing or processing" occupations. See <a href="#">§ DWD 270.13(13)</a> .           |
| Painting                   | Yes            | Yes               | Yes                                | No restrictions.  |
| Painting, Hand             | Yes            | Yes               | Yes                                | No restrictions.  |
| Parts washing machine      | Yes            | Yes               | Yes                                | No restrictions. Care needs to be taken with liquids used to clean metal parts.   |
| Pipe threader              | No             | Yes               | Yes                                | Okay for 16-17; no restrictions.  |
| Planer                     | No             | No                | Yes                                | Prohibited except for student learners.   |
| Plasma, hand held tool     | No             | Yes               | Yes                                | Okay for 16-17; no restrictions.  |
| Plasma table, computerized | No             | Yes               | Yes                                | Okay for 16-17; no restrictions.  |
| Portaband                  | No             | No                | Yes                                | Prohibited generally ( <a href="#">§ DWD 270.12(25)</a> ); Okay for student learners if all conditions are met. See <a href="#">§ DWD 270.14(3)</a> . |



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| Press Brake, regardless of size  | No             | No                | Yes                                | Press brakes are named specifically as prohibited under <a href="#">§ DWD 270.12(19)</a> . Okay for student learners if all conditions are met. See <a href="#">§ DWD 270.14(3)</a> .                                      |
| Pressure washer  | No             | Yes               | Yes                                | See <a href="#">§ DWD 270.13(15)</a>   |
| Punch Press, Rouselle / Tar-Pac 66 / Turret Press [Euromac]  | No             | Yes/No            | Yes                                | Punch presses are prohibited for 16-17 year-old minors unless they have automatic feed and ejection, and they have guards to keep hands and fingers out. Okay for student learners. See <a href="#">§ DWD 270.12(19)</a> . |
| Router w/ table  | No             | Yes               | Yes                                | Okay for 16-17; no restrictions.   |
| Sander; belt sander; profile or edge sander  | No             | Yes               | Yes                                | Okay for 16-17; no restrictions.   |
| Saws: including double rip saw, single rip saw, up-cut chop saw, table saw, band saw, horizontal band saw, sawzall, skill saw, reciprocating saw, etc. | No             | No                | Yes                                | Prohibited generally, see <a href="#">§ DWD 270.12(25)</a> . Okay for student learners under conditions set forth in <a href="#">§ DWD 270.14(3)</a> .   |
| Screw gun  | No             | Yes               | Yes                                | Okay for 16-17; no restrictions.   |



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|---|----------------|-------------------|------------------------------------|--|
| Shaper                                      | No             | Yes/No            | Yes                                | (1) Okay for minors 16 and over when there is full automatic feed and ejection.<br>(2) Okay for student learners.  |
| Shears, including power shears, jump shears | No             | No                | Yes                                | Prohibited generally, see <a href="#">§ DWD 270.12(19)</a> . Okay for student learners under conditions set forth in <a href="#">§ DWD 270.14(3)</a>                           |
| Sheet metal brake                           | No             | No                | Yes                                | Prohibited generally, see <a href="#">§ DWD 270.12(19)</a> . Okay for student learners under conditions set forth in <a href="#">§ DWD 270.14(3)</a>                           |
| Skyjack                                     | No             | No                | No                                 | Hoists and hoisting apparatuses are prohibited to all minors. <a href="#">§ DWD 270.12(12)</a>   |
| Tapering machine                            | Yes            | Yes               | Yes                                | No restrictions  |
| Tenoner, Single End                         | No             | Yes/No            | Yes                                | (1) Okay for minors 16 and over when there is full automatic feed and ejection.<br>(2) Okay for student learners under conditions set forth in <a href="#">§ DWD 270.14(3)</a> |
| Tube Bender                                 | No             | No                | Yes                                | Prohibited generally, see <a href="#">§ DWD 270.12(19)</a> . Okay for student learners under conditions set forth in <a href="#">§ DWD 270.14(3)</a>                           |



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| Unique Door Machine                                | No             | Yes/No            | Yes                                | (1) Okay for minors 16 and over when there is full automatic feed and ejection.<br>(2) Okay for student learners under conditions set forth in <a href="#">§ DWD 270.14(3)</a> |
| Vacuum   | Yes            | Yes               | Yes                                | No restrictions  |
| Welders (robotic, MIG, TIG, spot, wire feed, wire) | No             | Yes               | Yes                                | Welding okay per <a href="#">§ DWD 270.13(15)</a> .  |

*For additional information, please contact us.*

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Federal laws may also impact these issues. For information about federal law, contact the US Department of Labor, Wage and Hour Division, at (608) 441-5221.