



Child Labor Law Compliance in the Hospitality Industry

Ensuring Compliance and Safety for Young Workers

Overview

As the hospitality industry continues to grow, it is crucial for managers, owners, and operators to stay informed about federal child labor laws. Compliance not only protects your business but also ensures the safety and well-being of young employees. This guide provides comprehensive insights into child labor laws applicable to the foodservice sector, helping you navigate permissible work hours, prohibited jobs, and common compliance issues.

Webinar Resource

Watch the Webinar: [Child Labor Law Compliance in the Foodservice Industry: Keeping Teens Safe this Summer](#)

Hosted by the National Restaurant Association and the US Department of Labor's Wage and Hour Division (WHD), this webinar features WHD Administrator Jessica Looman. Gain a thorough understanding of federal child labor laws tailored for the hospitality industry. Watch the recording [here](#).

Key Resources

Presentations

- [Comprehensive FLSA Presentation \(PDF\)](#)
- [Child Labor Exploitation 2023 for Employers, Advocates, and Associations](#)
- [Essential Workers Essential Protections for Restaurants](#)

Fact Sheets

- [Restaurants and Fast Food Establishments under the Fair Labor Standards Act \(FLSA\)](#)
- [Employing Youth in Restaurants under the Fair Labor Standards Act \(FLSA\)](#)
- [Coverage under the Fair Labor Standards Act \(FLSA\)](#)
- [Tipped Employees Under the Fair Labor Standards Act \(FLSA\)](#)
- [Managers and Supervisors Under the Fair Labor Standards Act \(FLSA\) and Tips](#)
- [Important Changes in the Child Labor Laws Affecting the Driving of Automobiles and Trucks Under Hazardous Occupations Order No. 2](#)
- [Child Labor Compliance Survey Fact Sheet](#)
- [Child Labor Provisions of the Fair Labor Standards Act \(FLSA\) for Nonagricultural Occupations](#)
- [Hazardous Occupations Order No. 12: Rules for Employing Youth and the Loading of Power-Driven Balers and Compactors under the Fair Labor Standards Act \(FLSA\)](#)
- [Cooking and Baking under the Federal Youth Employment Provisions of the Fair Labor Standards Act \(FLSA\)](#)

Webpages

- [Dangerous Jobs](#)
- [Employer Self-Assessment Tool for Child Labor in Restaurants](#)
- [Seven Child Labor Best Practices for Employers](#)
- [State Laws](#)
- [Young Worker Toolkit](#)
- [Youthrules.gov](#)
- [Child Labor Laws and Employers](#)
- [Tips Dual Jobs: Definitions and Examples](#)
- [Restaurant Employment Toolkit](#)





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Practical Steps for Compliance

1. **Stay Informed:** Regularly check official sources like the [FDA](#) and [FSIS](#) websites for the latest updates on child labor laws and food product recalls.
2. **Develop a Compliance Plan:** Create and maintain procedures for addressing child labor law compliance within your establishment. Assign responsible personnel to receive updates and communicate them to key employees.
3. **Train Your Staff:** Ensure all employees, especially those in managerial roles, understand the federal child labor laws and their responsibilities. Utilize the provided resources and fact sheets for thorough training.
4. **Monitor and Review:** Continuously monitor your compliance status and review your procedures regularly. Use tools like the [Employer Self-Assessment Tool for Child Labor in Restaurants](#) to stay on track.
5. **Seek Assistance:** For any questions or further clarification, contact Carolyn Griffin, NCRLA's Food Safety & Lodging Regulations Specialist, at cgriffin@ncrla.org.

By adhering to these guidelines and utilizing the available resources, you can ensure that your establishment remains compliant with child labor laws, safeguarding both your business and your young employees.

