

## Teens and Driving On The Job

The operation of a motor vehicle by a teen at work should be monitored very closely. A federal and State regulation classifies a minor (17 years or younger) driving a vehicle for pay as a hazardous activity. It is specifically listed in the federal register as a hazardous occupation for a teen to be “driving a motor vehicle and being an outside helper on a motor vehicle.”

If the child labor laws allow the tasks that they are hired to perform and they comply with all written documents and instructions, they will be in compliance with regulations. For instance, teens 17 years and older can deliver parts, but they must act in accordance with some restrictions (see information listed below).

The following information will prove to be helpful in complying with state regulations.

- All driving should be done in daylight hours only.
- Employee must have a valid driver’s license, no moving violations and have completed a state approved driving course.
- The vehicle must have a seat belt and the employer must instruct the employee on its use.
- The vehicle weighs 6,000 pounds or less.
- All driving should be done within 30 miles of shop.
- Driving should be occasional and incidental – meaning driving constitutes no more than 1/3 of the teen’s working time in one day and no more than 20% of the total work week.

- There should be no more than 2 trips per day for any purpose.
- Employer should limit time spent on the number of daily trips. Keep track of the trips by day and week.

### **In addition, the driving may NOT involve:**

- The towing of other vehicles, time urgent deliveries, route deliveries or sales.
- Any other vehicle than an automobile or truck (i.e. bus, motorcycle, ATV, golf cart).
- Transportation for hire of property, goods or passengers.
- Transporting more than three passengers, including employees of the employer.

### **What This Means For Counties**

This information should prove helpful to counties that have teen employees that do occasional driving. To make sure that they abide by all the rules and instructions for child labor laws, they should include in the job description the restrictions that have been outlined in this update. For more information, contact CTSI at 303-861-0507.