

YOUTH FAIR LABOR STANDARDS FOR BCHC MINOR MEMBERS-POLICY

The **Fair Labor Standards Act** allows BCHC minor members under the age of 16 to volunteer under the following circumstances. These are law and **MUST** be followed:

Minor Members under 16 years of age may only volunteer under the following parameters:

- ✓ 3 hours on a school day
- ✓ 18 hours in a school week
- ✓ 8 hours on a non-school day
- ✓ 40 hours in a non-school week; and
- ✓ Between 7 a.m. and 7 p.m., except from June 1 through Labor Day when nighttime work hours are extended to 9 p.m.

Other BCHC guidelines that **MUST** be adhered to are:

- Check with the authorizing agency with whom you are working and review their rules before allowing Minor Members to participate in trail or maintenance projects. (USFS, BLM, PCTA, State Parks & National Parks may have different rules about minors and workmen's comp.)
- A BCHC Minor Member, at all times, must be under the supervision and line of sight of a BCHC member who holds a BCHC Youth Volunteer Program Card; or the parent must be present – NO EXCEPTIONS
- Trail projects or maintenance work should be assigned as appropriate for the age and abilities of the Minor Member
- A BCHC Minor Member under the age of 18 shall not use chainsaws or any other power tools.
- A BCHC Minor Member over the age of 16 may work one end a crosscut saw ONLY with a certified sawyer and under direct supervision of a member who holds a BCHC Youth Volunteer Program card.

Approved by Executive Board - 8/20/20
Approved by Board of Directors 10/10/20