



## Policyholder Resources on the Employment of Children and Teens

In response to the recent rise in child labor, the New York State Insurance Fund (NYSIF) asks policyholders to join in the effort to protect New York's youth.

According to the U.S. Department of Labor, child labor violations are on the rise. In 2023, there was a 14% increase from the previous year in child labor violations – amounting to 5,800 minors employed nationwide in violation of child labor laws. NYSIF policyholders can protect their business knowing the following information:

### Laws Governing the Employment of Minors

- ▶ There are restrictions on work hours and specific prohibited occupations for minors under 18. For a complete list of prohibited employment for minors, please visit the New York State Department of Labor's website at <https://dol.ny.gov/state-prohibited-occupations-minors>.
- ▶ Businesses are responsible for not only their own actions, but also for that of their subcontractors. This means NYSIF policyholders could unwittingly subcontract with a company that engages in child labor practices, opening themselves up to civil penalties.

### Monetary Penalties

- ▶ In New York State, employers who violate State Labor Law may be assessed a civil penalty, and the penalties may be tripled if a minor is seriously injured or dies while illegally employed
- ▶ In the event of a finding of illegal employment of a minor, any New York State workers' compensation award is doubled, and the doubled portion is paid by the employer.
- ▶ Employers who violate the Federal Fair Labor Standards Act child labor provisions may be assessed a civil penalty, and that penalty may be doubled if the violation is a repeated or willful violation.

### Protect Yourself and Your Employees

Display Labor Law posters [P888 "Work Schedule For Minors"](#) and [P887 "New York State Child Labor Laws"](#) to protect yourself and your employees.

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Report any suspected violations to the New York State Child Labor Task Force by visiting the Department of Labor's website at <https://dol.ny.gov/child-labor-law-hub>.