

## AS IF THESE KIDS HAVEN'T BEEN THROUGH ENOUGH

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16. April 2010 By Steven Palazzolo

A couple of days ago, according to Fox News, a Philly area state legislator held hearings on child labor law violations and “reality” T.V. You can see the article at <http://www.foxnews.com/entertainment/2010/04/14/child-labor-hearings-focused-jon-kate-gosselin-held/> Seems this particular legislator is concerned that the Gosselin Children (you know who I am talking about right, Jon and Kate Plus 8?), are being exploited, at least that is what their aunt and uncle claim according to Fox. Come on, now who would think such a thing (he said dripping with sarcasm)?

I mean, you really have to feel for these kids don't you? Mom and Dad are publicity hounds; you can't go to the grocery store without seeing one or both of them staring at you from a magazine rack. Now mom is on TV again showing everyone just how whiney she really is and on top of all of that, she can't dance a step.

So, why do I mention this? Is it that I am starting a grass roots effort to get Ms. Gosselin kicked off of Dancing with the Stars? No, of course not! (Although now that I think about it, it is a pretty good idea.)

It is because summer is coming and it's time to start thinking about hiring that fresh faced crop of high school students. See, child labor violations . . . high school students; I can connect anything to labor law.

Some of you have heard me say things from time to time like: “Nothing in the law requires you to give your employees a break.” “You can work your employees as long as you want as long as you pay overtime for over 40 hours in a work week.” Well, when it comes to kids (people under 18) those things JUST DON'T APPLY.

You see, there are both federal and state laws that govern things like when a kid can work, how long they can work, when you have to give them a break and what jobs they can do. Some of this is the same for everyone under 18, and some of it depends on how old the kid is. These rules are complicated and I can't fit them all in this blog, so, here are the links.

You can find the federal laws at <http://www.dol.gov/dol/topic/youthlabor/index.htm>.

You can find the Michigan laws at [http://www.michigan.gov/dleg/0,1607,7-154-27673\\_27679--,00.html](http://www.michigan.gov/dleg/0,1607,7-154-27673_27679--,00.html).

And there is a nice summary of all the state laws at

<http://www.ncsl.org/IssuesResearch/EmploymentWorkingFamilies/ChildLaborLaws/tabid/13388/Default.aspx>.



Or you can give us a call and we will be happy to answer any questions you might have, even if you don't have your own reality show.