



**MSFA**

**CADET  
PROGRAM  
SAMPLE  
GUIDELINES**

This is a guidance document prepared by the Maryland State Firemen's Association to assist individual volunteer fire departments in the development of their youth membership program. The youth membership program is often referred to as a cadet or junior program and is herein referenced as a cadet program.

### **The Maryland Child Labor Law:**

- Youth program membership and activities of unpaid volunteers for a non-profit organization, such as volunteer fire departments, are not considered employment for the purposes of the Maryland Child Labor Law **provided the activity does not involve hazardous work and it takes place outside the school day, with the written consent of the parent.**
- Therefore, all youth membership programs operated by fire or rescue departments must be structured to ensure that:
  - Applicants and their parents are aware of the conditions of membership;
  - Activities are limited to times outside of the school day and never while school is in session, and;
  - Activities never involve exposure to any hazardous conditions or situations.

### **Hazardous Conditions:**

Children are specifically prohibited from being exposed to any hazardous condition. It is well documented, that Children often lack the judgment to understand the dangers that may surround them, especially when exposed to mechanical equipment. Each fire or rescue department must ensure that a responsible adult is given the authority and responsibility to oversee and manage the activities of the cadet program. Cadet members must be supervised during their activities and the supervision must be adequate and consistent. Supervisors must be accountable to the fire departments cadet program manager. Consistent with the United States Department of Labor, the Maryland Commissioner of Labor and Industry has concluded that certain conditions are hazardous and they include operating or assisting to operate, clean, oil, set up, adjust, or repair certain power- driven woodworking, metalworking, bakery, meat processing, and paper products machinery - including meat slicers, paper box compactors, mixers, and saws. Supervisors and managers must be mindful that the aforementioned list is not inclusive of all hazardous conditions. Each activity must be assessed with the understanding that exposure to hazards can occur from physical, chemical, environmental, or emotional (stress) conditions or actions. Programs must be structured with rules of conduct that effectively preclude cadet members from ever being exposed to a hazardous condition.

### **Parental Consent:**

The parents of every cadet member must acknowledge and agree in writing that their child is participating in a structured program as an unpaid volunteer. Additionally, the parent should acknowledge the syllabus of the training program and a brief description of the activities. Each fire or rescue department should prepare acknowledgment form that the parent(s) signifies for each cadet member indicating that the parent understands the conditions of cadet membership.

### **Work Permits:**

- Work permits are required for all minors under the age of 18 to work in the State of Maryland.
- Work permits are not required for youth program activities of unpaid volunteers for a non-profit organization, such as volunteer fire or rescue departments because the activities are conditionally not considered work.

# Anytown Volunteer Fire Department Fire/Rescue Cadet Program

*“Discipline and Respect”*

## **MISSION STATEMENT**

The Anytown Volunteer Fire Department (AVFD) Fire/Rescue Cadet Program has been developed to instill in each Cadet, a sense of character, confidence, and self-esteem. The program will also teach fire/rescue skills, self-discipline and respect. This program is free and targeted to the age group of 10 to 16 year old candidates. Cadets will participate in training related to fire prevention, control, and emergency medical services. The program will include formal training supplemented by field trips and developmental assignments.

## **REQUIREMENTS**

Cadet applicants must:

- *Be 10 to 16 years of age at the time of application.*
- *Submit an application and appropriate forms (with parental/guardian approval) to the AVFD Fire/Rescue Cadet Committee for approval.*
- *Submit medical information that includes written consent to treat, medical history, current conditions, medications and allergies.*
- *Be sponsored by an “active” member of AVFD, who will be accountable for the training and discipline of that Cadet.*
- *Reside in the Anytown first due area.*
- *Maintain a grade of “C” or better in all school classes.*

## **REGULATIONS**

The Fire/Rescue Cadet Program consists of Junior Cadets, 10 to 13 years of age, and Senior Cadets, 14 to 16 years of age (at 16 years of age, the Cadet has the option of remaining in the Cadet Program or applying for regular membership in AVFD with parental permission).

Upon being voted into the program, all Cadets will serve a probationary period of 6 months. If a probationary Cadet violates any of the program policies, their probationary period will be extended an additional month for a first offense and may result in more severe departmental disciplinary action being taken if other offenses occur.

All Cadets shall maintain a “C” average or better and will give a copy of each current report card to the Fire/Rescue Cadet Chairperson for review. Any Cadet not maintaining a “C” average or better will not be allowed to participate in any Cadet functions and failure to present a current report card after being given a reminder, will result in disciplinary action being taken.

AVFD reserves the right to limit the number of Cadets in the program.

Cadets must understand and abide by the AVFD Constitution, By-Laws, rules and regulations of the corporation and those specific policies that govern the Fire/Rescue Cadet Program. The AVFD Fire/Rescue Cadet Committee oversees and regulates this program, under the direction of their Chairman who reports to the AVFD Board of Directors.

The AVFD Constitution and By-Laws precede any and all regulations of the Fire/Rescue Cadet Program.

If the Cadet no longer meets the requirements or violates the regulations, they may be suspended or dismissed from the program by the AVFD Fire/Rescue Cadet Committee.

Shall pay no initiation fee to join the program; however dues is \$1.00 per month and will be collected from each member by the Fire/Rescue Cadet Program Treasurer each month.

Training/program materials will be provided to all Cadet applicants. For the duration of the Cadet being in the program these materials will remain in the custody of the Cadet. Upon leaving the program, all materials and company property will be returned to the department or a replacement fee will be levied against the Cadet.

### **STANDARD OPERATING GUIDELINES**

At no time will Cadets be allowed to participate or be exposed to hazardous conditions. Hazardous conditions may include, but are not limited to physical, chemical, environmental, or emotional (high stress) hazards.

Cadets will not be allowed to assist on the scene of emergency incidents.

Cadets will participate in an assortment of training activities such as proper techniques of handling ladders, working with fire hose and nozzles and many of the various rescue techniques, along with basic First Aid training and CPR. The Cadets will learn about the organizational structure of the AVFD, and what it takes to become a firefighter and/or EMS provider.

Occasionally, at the discretion of the Fire/Rescue Cadet Committee Chairman or the Chief of Department, the Cadets may be allowed to ride on fire/rescue apparatus that is placed “out of service” for this purpose. At no time will a Cadet be allowed to ride on fire/rescue apparatus that is “responding” to a call.

Cadets will only be allowed in the fire station under the supervision of a AVFD member. If a Cadet is in the fire station when the station is alerted for a call, they must go immediately to the kitchen area until all apparatus has left the property. Upon the Cadet’s arrival at the station, the Cadet shall have duties assigned to them. A signboard will be provided for the Cadets, as well as a list of duties. The Fire/Rescue Cadet Chairperson or Co- Chair will assign all duties to the Cadets. These duties may include, but are not limited to the following:

- *School Work*
- *Fire/Rescue Training Programs*
- *Company Drills*
- *Station Housekeeping Duties*
- *Apparatus Cleaning*

The Cadets will have a “chain of command” that is similar to AVFD’s. They will elect Administrative Officers and a Fire/Rescue Cadet Chief who will appoint “Line Officers” subject to the approval of the Fire/Rescue Cadet Committee.

Fire/Rescue Cadet Officers:

- **President** - to conduct meetings and affairs of the organization
- **Vice President** - to assist the president
- **Secretary** - keep all records and make all necessary correspondence.
- **Treasurer** - will collect dues and pay bills.
- **Chief** - will be in charge of all Cadets at any activities or functions in or around the firehouse, under the supervision of the Fire/Rescue Cadet Committee or a fireline officer.
- **Asst. Chief** - will assist the chief and assume the duties of the chief in the event of his or her absence.
- **Captain** - will set up and supervise all training.
- **Lieutenant** - will be responsible for presentation of a training program.
- **2nd. Lieutenant** - will assist the Lieutenant.

Appropriate attire is required when in or on AVFD property for the Cadets. Appropriate attire is defined as the following:

- **PANTS:** i.e.: jeans, dickies, kackies etc.
- **SHIRTS:** long sleeve or short sleeve. Shirts must not have any offensive wording or design and cover the entire abdominal area.
- **SHORTS:** must be at least to the mid thigh area.

## PROGRAM RULES

1. No Cadet is permitted in the fire house at any time without a senior member being present, or during school hours except on school holidays and with permission of the Fire/Rescue Cadet Committee Chairman or the Chief of the Department.
2. No Cadet will be allowed in the Chief's Office or the Presidents Office at any time.
3. Any fire department business discussed at meetings will not be taken outside of the department.
4. When a Cadet member is addressing a senior member, they will address the officer by his or her title, and when addressing other members, will address them by Mr., Mrs. or Miss.
5. Cadet members must conduct themselves in a proper manner at all times.
6. Cadet members are to be neat and clean in appearance at all times.
7. All Cadet officers will be called by their titles and firefighters are to be called by their proper names.
8. Hair must be kept in a neat style.
9. There will be no back talk to senior members or association members.
10. Cadet members are not permitted in the firehouse after 9:00 pm unless permission is given by a chief officer or the Fire/Rescue Cadet Committee Chairman. School nights - 8:00 pm.
11. Cadet members are not allowed to ride on emergency vehicles or to remove any equipment from company vehicles without permission.
12. When a member asks a cadet to do something within reason, they must do it.
13. Cadet members are not allowed to follow any emergency equipment for any reason. They may not travel to the scene of an emergency incident.
14. No profanity will be used by any Cadet member in or around the firehouse at any time.
15. No smoking will be allowed in or around the firehouse by any Cadet member.
16. No horseplay is allowed in the firehouse or on company grounds at any time or at Cadet drills or functions.
17. No running is permitted on firehouse grounds at any time or at Cadet drills or functions.
18. Cadets are not allowed to use anyone's turnout gear without permission.
19. No bikes will be allowed in front of the firehouse at any time.
20. The back field is the only area where it is permitted to play on firehouse property or ride bikes, etc.
21. To be a member in good standing, Cadets must attend at least two meetings per month.
22. Violation of the rules and regulations are subject to disciplinary action by the Fire/Rescue Cadet

## CONSEQUENCES

Any Cadet that violates the AVFD By-Laws or any directive of this program may be subject to disciplinary action that could range from suspension to termination from the program. All discipline will be based upon the seriousness of the offense.

Cadets do have the right to post a grievance for any and all disciplinary action taken. Such grievances will be reviewed and acted upon by the Fire/Rescue Cadet Program Committee Chair. All grievances will be reviewed by the Board of Directors.

Should any Cadet choose to disregard the disciplinary action taken as described above, that Cadet will immediately be out of the Fire/Rescue Cadet Program and will not be considered for membership for a period of no less than six (6) months.

Adopted: Date \_\_\_\_\_

*For individuals that are involved in the Anytown Fire Department and at the same time a student in school, it is mandatory that these individuals maintain at least a C average in school in order to maintain an active status. Grades that fall below this average, will result in the individuals privileges from the department to be taken away including riding on the equipment, entering the building, and attending fire department associated functions for a certain length of time. At each grade reporting period, report cards and progress reports will be reviewed by the President and/or Chief of the department, and if necessary appropriate actions will be taken at that time.*

A firefighter in silhouette is working on a fire truck against a bright, smoky background. The firefighter is wearing a helmet and is positioned on the truck's structure. The background is a mix of orange and yellow, suggesting a fire scene. The overall mood is dramatic and focused.

# Suggested Cadet Training Information & Activities

The following training manuals are recommended to be used as a guide or a source of information when training cadets:

- **Fire Essentials Manual**
- **First Responder Manual**

It is recommended that NONE of following activities that are in the aforementioned manuals be part of any organized cadet training activities:

- **Live structural firefighting exercises**
- **Use of gasoline or hydraulic powered tools**
- **Use of High-pressure hose lines**
- **Hand lines greater than 1 3/4 inches in diameter**
- **The use of self contained breathing apparatus**
- **Ladders greater than 14 feet**

All of the training activities listed are guidelines. Member departments should consult with their insurance agents on coverage for cadet programs.

# Anytown Volunteer Fire Department Fire/Rescue Cadet Program Inventory Sheet

1. Tote Bag
2. Essentials Book
3. Binder
4. Constitution/By Laws
5. Membership Card
6. Rope
7. Gloves
8. Helmet
9. Coat
10. Pants
11. Boots
12. Hood
13. Suspenders
14. T-Shirt
15. Ball Cap



Recipient \_\_\_\_\_

Date \_\_\_\_\_ Witness \_\_\_\_\_



**Anytown Volunteer Fire Department**  
**1234 Main Street, Anytown, Maryland 12345**  
**Fire/Rescue Cadet Program**  
**Application for Membership**

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

Date of Birth \_\_\_\_\_ Present Age \_\_\_\_\_

School \_\_\_\_\_ Grade \_\_\_\_\_

Name of Parents or Guardian \_\_\_\_\_

Work (\_\_\_\_\_) \_\_\_\_\_ Alternate (\_\_\_\_\_) \_\_\_\_\_

Name of VFD Member Sponsor \_\_\_\_\_

Name of VFD Cadet Sponsor \_\_\_\_\_

Acceptance Date \_\_\_\_\_

**I have read and understand the rules and regulations of the Anytown Volunteer Fire Department Fire/Rescue Cadet Program and promise to abide to these. I will conduct myself with self-discipline and respect to my community.**

**Signature of Applicant** \_\_\_\_\_ **Date** \_\_\_\_\_

**I the below signed legal parent or guardian of the above named applicant, do hereby give my permission for the applicant to become a member of the Anytown Volunteer Fire Department Fire/Rescue Cadet Program**

**Signature of Parent or Guardian** \_\_\_\_\_ **Date** \_\_\_\_\_

**Anytown Volunteer Fire Department**  
**1234 Main Street, Anytown, Maryland 12345**  
**Fire/Rescue Cadet Program**

**Medical Information**

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

Home Phone (\_\_\_\_\_) \_\_\_\_\_ Date of Birth \_\_\_\_\_

General Health Condition \_\_\_\_\_

Current Medications \_\_\_\_\_

Allergies:

Food \_\_\_\_\_ Bee Stings \_\_\_\_\_

Drugs \_\_\_\_\_ Insect Bites \_\_\_\_\_

Other \_\_\_\_\_

Chronic or Recurrent Problems \_\_\_\_\_

Prior Major Illnesses \_\_\_\_\_

Last Tetanus \_\_\_\_\_

Any Physical Disability or Limitation of Activity \_\_\_\_\_

Physicians Name \_\_\_\_\_ Phone Number (\_\_\_\_\_) \_\_\_\_\_

Physicians Address \_\_\_\_\_

**This health history is correct so far as I know, and the person described has permission to engage in all prescribed activities, except as noted by me. In the event of illness or accident in the course of such activity, I request that measures be instituted without delay as the judgment of medical personnel dictates.**

**Signature of Parent or Guardian \_\_\_\_\_ Date \_\_\_\_\_**

**PARENTAL OR LEGAL GUARDIAN CONSENT FORM**

**If the individual applying is under the legal age of 18 his/her parent or legal guardian must complete the following information.**

I understand that the fire and rescue service is involved in responding to incidents. These incidents are of a serious nature and can create health and safety concerns. While all precautions are taken to insure safety through training and safety officers the danger still exists. In addition there maybe graphic, tragic and unpleasant that will and worked with by fire and rescue personnel. These scenes of destruction and injury are of a very serious nature including death. We want to be assured that your minor is well aware of the seriousness of fire, rescue and emergency medical service duties and what they work with on a daily basis.

I have read and understand the above and have advised my minor of the subject matter. Notwithstanding by affixing my signature below, I hereby approve his/her participation in the  
**(Please print)**

\_\_\_\_\_  
Name of the organization

\_\_\_\_\_  
Name of Minor

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Signature

Date: \_\_\_\_\_

Please check appropriate box:

I am the Parent (    )

I am the Legal Guardian (    )

# LABOR AND EMPLOYMENT ARTICLE

## TITLE 3.

### EMPLOYMENT STANDARDS AND CONDITIONS

#### SUBTITLE 2. EMPLOYMENT OF MINORS

**§ 3-201. “Minor” defined.**

In this subtitle, “minor” means an individual who is under the age of 18 years.

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**§ 3-202. Statement of policy.**

The policy of the State is to encourage the development of minors by allowing them to engage in occupations that prepare them for responsible citizenship, yet to protect them from occupations that will be injurious to their mental, moral, or physical welfare.

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**§ 3-203. Scope of subtitle.**

This subtitle does not apply to an activity that a minor performs if the activity:

- (1) Is performed outside the school hours set for that minor;
- (2) Does not involve manufacturing or mining;
- (3) Is not a hazardous occupation restricted under § 3-213(c)(1) or (2) of this subtitle for that minor; and
- (4) Is limited to:
  - (i) Farm work that is performed on a farm;
  - (ii) Domestic work that is performed in or about a home;
  - (iii) Work that is performed in a business that a parent of the minor or a person standing in place of the parent owns or operates;
  - (iv) Caddying on a golf course;
  - (v) Instructing on an instructional sailboat;
  - (vi) Delivery of newspapers to consumers;
  - (vii) Making an evergreen wreath in or about a home;
  - (viii) Work performed as a counselor, assistant counselor, or instructor in a youth camp certified under the Maryland Youth Camp Act; or

**(ix)** Work that is performed as an unpaid volunteer in a charitable or not for profit organization, if:

- 1.** A parent of the minor or a person standing in the place of the parent consents in writing; and
- 2.** For hazardous work in a volunteer fire department or company or volunteer rescue squad, the minor:
  - A.** Is at least 16 years old; and
  - B.** Has completed or is taking a course of study about fire fighting or rescue.

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**§ 3-204. Miscellaneous powers.**

For purposes of this subtitle and during reasonable business hours, the Commissioner may:

- (1)** Enter and inspect a place of employment;
- (2)** Inspect the employment records of an employee; or
- (3)** Question any employee.

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**§ 3-206. Work permits.**

**(a)** Issuance.- A work permit shall be issued:

- (1)** By the Commissioner; or
- (2)** In accordance with the requirements of the Commissioner, by a county superintendent of schools or designee of the superintendent.

**(b)** Proof of age.- Before issuing a work permit, the issuing officer shall confirm the age of the minor for whom the permit is sought by examining:

- (1)** A baptismal certificate for the minor;
- (2)** A birth certificate or other official government document that attests to the age of the minor; or
- (3)** A school record for the minor.

**(c)** Validation of application; issuance.- The official to whom an application for a work permit is submitted shall issue the work permit, by signing and dating the application, if:

- (1)** The document submitted under subsection (b) of this section attests to the age stated on the application; and
- (2)** The employment is allowed under this subtitle for the minor for whom the permit is sought.

**(d)** Permit restrictions.-

**(1)** An official may issue a work permit that authorizes a minor to be employed in an occupation that otherwise would be restricted under § 3-213 of this subtitle, if the minor:

**(i)** Is exempted, under § 7-301(d)(2)(i) of the Education Article, from attendance in public school because the emotional, mental, or physical condition of the minor makes instruction detrimental to the progress of the minor;

**(ii)** Is to be employed only in office work;

**(iii)** Is to be employed in work that is performed outside of all rooms where goods are manufactured or processed; or

**(iv)** Is to be employed in work that a county school system obtains and supervises as part of a work-study, student-learner, or similar program for which the employment is an integral part of the course of study.

**(2)** An official shall issue a work permit that authorizes a minor to be employed:

**(i)** In an occupation that otherwise would be restricted under § 3-213 of this subtitle if the minor is granted an exception by the Commissioner because, after investigation, the Commissioner determines that neither the work nor the work site where the work is to be performed is hazardous to the minor; or

**(ii)** In an occupation that otherwise would be restricted under § 3-213(c)(1) or (2) of this subtitle, if the minor:

**1.** Has completed a course of study in that occupation at an accredited school and has been graduated from the school; or

**2.** Is granted an exception by the Commissioner because employment in that occupation is part of a work-study, student-learner, or apprentice program under a federal, State, or local governmental agency.

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### **§ 3-207. Special permits.**

**(a)** Authority to issue.- Subject to this section, the Commissioner may issue a special permit for a minor of any age to be employed as an entertainer, model, or performer.

**(b)** Application.- An applicant for a special permit shall submit to the Commissioner a completed application on the form that the Commissioner provides.

**(c)** Issuance.- The Commissioner shall issue a special permit if, after investigation, the Commissioner is satisfied that:

**(1)** The employment will not be detrimental to the health or welfare of the minor;

**(2)** The minor will be supervised adequately; and

**(3)** The education of the minor will not be neglected.

**(d)** Contents.- A special permit shall contain notarized signatures that show the consent of:

**(1)** A parent of the minor or a person standing in place of the parent; and

**(2)** the employer.

**§ 3-208. Scope of permit.**

A work permit or special permit authorizes a minor to work for an employer as specified in the permit.

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**§ 3-209. Minors under 14.**

Except as otherwise provided in this subtitle, a minor under the age of 14 years may not be employed or allowed to be employed.

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**§ 3-210. Work hours - In general.**

**(a)** Restrictions.-

**(1)** A minor may not be employed or allowed to be employed for more than 5 consecutive hours without a nonworking period of at least one-half hour.

**(2)** Except as provided in subsections (b) and (c) of this section, in a calendar day:

**(i)** The total school and work hours of a minor may not exceed 12 hours; and

**(ii)** The minor shall have at least 8 consecutive hours that are not school or work hours.

**(b)** Exception.- The Commissioner may grant to a minor an exception to the restrictions in subsection (a)(2) of this section if the Commissioner determines that there will be no hazard to the health or welfare of the minor.

**(c)** Minor who serves as election judge.- A minor who is 17 years old and serves as an election judge, under § 10-202 of the Election Law Article, may work more than 12 hours on election day only, subject to consent from at least one parent or guardian.

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**§ 3-211. Same - Minors under 16.**

**(a)** Restrictions.-

**(1)** Except as provided in subsection (b) of this section, a minor under the age of 16 years may not be employed or allowed to be employed:

**(i)** Before 7:00 a.m.;

**(ii)** From the day after Labor Day through the day before Memorial Day, after 8:00 p.m.;

**(iii)** from Memorial Day through Labor Day, after 9:00 p.m.; or

**(iv)** more than: 1. 4 hours on a day when school is in session; 2. 8 hours on a day when school is not in session; 3. 23 hours in a week when school is in session for 5 days; or 4. 40 hours in a week when school is not in session.

**(2)** The hours of work allowed under paragraph (1)(iv) of this subsection do not include any hours that a minor works in a bona fide work-study or student-learner program while school normally is in session.

**(b)** Exception.- The Commissioner may grant to a minor an exception to the restrictions under this section if the Commissioner:

**(1)** Receives the written consent of a parent of the minor or a person standing in the place of the parent; and

**(2)** Determines that:

**(i)** There will be no hazard to the health or welfare of the minor; and

**(ii)** Granting the exception will not impede the minor in fulfilling school graduation requirements.

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### **§ 3-212. Restricted employment during certain hours.**

**(a)** Scope of section.- This section does not apply to a minor who:

**(2)** Is transporting a check, money, or negotiable instrument that the minor received as payment for merchandise that the minor delivered or for a service that the minor performed.

**(b)** Restrictions.-

**(1)** A minor may not be employed, between 8:00 p.m. and 8:00 a.m., to transport to or from a business establishment checks, money, or negotiable instruments, including payroll funds or business receipts.

**(2)** A minor may not be employed, between 8:00 a.m. and 8:00 p.m., to transport to or from a business establishment checks, money, or negotiable instruments that have a value in excess of \$100.

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### **§ 3-213. Prohibited employment.**

**(a)** In general.- Except as otherwise provided in this subtitle, a minor may not be employed or allowed to work:

**(1)** In, about, or in connection with the manufacturing of a hazardous substance;

**(2)** In, about, or in connection with:

**(i)** A blast furnace;

**(ii)** A distillery where an alcoholic beverage is manufactured, bottled, wrapped, or packed;

**(iii)** A railroad;

**(iv)** An engineer, fireman, or pilot on a vessel that is engaged in commerce; or



**(v)** A dock or wharf other than a marina where pleasure vessels are sold or served; or

**(3)** In, about, or in connection with:

**(i)** The erection or repair of an electrical wire;

**(ii)** The cleaning, oiling, or wiping of machinery; or

**(b)** Minors under 16.- Except as otherwise provided in this subtitle, a minor under the age of 16 may not be employed or allowed to work:

**(1)** During the school hours set for that minor;

**(3)** At, about, or in connection with:

**(i)** An airport;

**(ii)** A brickyard;

**(iii)** A lumberyard;

**(iv)** A workroom or work site where goods are manufactured or processed;

**(v)** Scaffolding; or

**(vi)** A vessel when engaged in navigation or commerce; or

**(4)** In, about, or in connection with:

**(i)** Construction;

**(ii)** An occupation that causes dust in an injurious quantity;

**(iii)** A manufacturing occupation;

**(iv)** A mechanical occupation;

**(v)** A processing occupation; or

**(vi)** The adjustment, cleaning, or operation of power-driven machinery except: 1. an office machine; or 2. machinery used in a school or government institution as part of vocational training.

**(c)** Other occupations.- The Commissioner may prohibit minors being employed in an occupation if:

**(1)** After a public hearing, the Commissioner determines that employment in the occupation should be prohibited to minors;

**(2)** The Commissioner adopts by reference a determination by the United States Secretary of Labor under the federal Fair Labor Standards Act of 1938 that the occupation is hazardous; or

**(3)** After investigation, the Commissioner determines that the occupation is injurious to:

**(i)** The health or welfare of minors; or

**(ii)** The morals of minors under the age of 16 years.

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**§ 3-214. Posting notice of subtitle.**

Each employer shall keep posted conspicuously in each place where a minor is employed a printed notice of the provisions of this subtitle, in a form that the Commissioner requires.

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**§ 3-215. Revocations.**

After review, the Commissioner may revoke a work permit or special permit if the permit is not issued in accordance with the requirements of the Commissioner.

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**(2)** Knowingly give false information to the Commissioner.

**(b)** Unlawful employment.- A person may not knowingly:

**(1)** Employ a minor in violation of a provision of this subtitle; or

**(2)** Allow a minor to be employed in violation of a provision of this subtitle.

**(c)** Penalties.-

**(1)** A person who violates any provision of subsection (a) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$1,000 or imprisonment not exceeding 90 days or both.





# MARYLAND VOLUNTEER



PRESENTED BY



**First Arriving**