

CHILD LABOR LAW

EMPLOYMENT OF MINORS AS AMBULANCE ATTENDANTS

Under Section 7.3 (g) of the Child Labor Law, minor ambulance attendants are restricted to participating in “training” activities.

The Department of Labor and Industry has interpreted this provision to allow 16-and 17- year-old volunteer ambulance association members to participate in “on-the-job” training if the 16-or 17-year-old has completed the following:

1. a course in CPR and
2. either
 - a) an advanced first-aid program, or
 - b) an emergency medical technician (EMT) program.

16-and 17-year-olds who have completed such programs are permitted to receive “on-the-job” training as ambulance attendants only if they are at all times under the constant supervision of an adult ambulance company member.

16-and 17-year olds are prohibited by law from driving an ambulance under any circumstances.

In addition, 16-and 17-year-old ambulance trainees are subject to Child Labor Law restrictions on hours. They may not serve as ambulance attendants for more than 8 hours in one day, and must be given a half-an-hour, “off-duty” lunch break if they are on duty more than 5 straight hours. Further, they may not serve on duty later than 12 midnight on school nights or 1 A.M. on Friday and Saturday nights and during school term vacations. (no night restriction during summer vacation). In practice, trainees who answer ambulance calls prior to the 12 midnight or 1 AM deadline may continue to serve as attendants for the duration of that call, even if this means serving past 12 or 1 A.M. They should not, however, go out on any additional calls after 12 or 1.

All minor ambulance attendants must have employment certificates. These certificates may be obtained through the office of the superintendent of the school district in which the minor attends.

Finally, 17-year-olds who have graduated high school are not considered minors under the Child Labor Law. Therefore, any 17-year-old high school graduate would not be subject to any of the above restrictions. This exemption also applies to those 17-year-olds who have been declared by the chief school administrator to have achieved their academic potential.