

RESOLUTION 23-29

A RESOLUTION OF THE SOUTH WEBER CITY COUNCIL AMENDING THE POLICIES AND PROCEDURES TO INCLUDE 3.050 EMPLOYMENT OF MINORS POLICY

WHEREAS, South Weber acknowledges the importance of facilitating employment opportunities for minors aged 14 and above; and

WHEREAS, the City wishes to adhere to all state and federal regulations regarding this specific population in the work force;

NOW THEREFORE BE IT RESOLVED by the Council of South Weber City, Davis County, State of Utah, as follows:


Section 1. Amending: Section 3.050 Employment of Minors Policy as attached in **Exhibit 1** shall be added to the current Policies and Procedures manual.

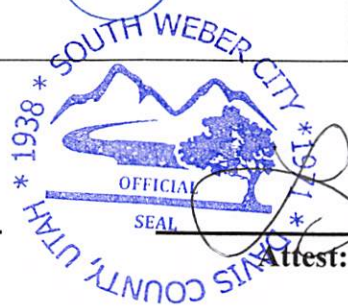
Section 2: Repealer Clause: All ordinances or resolutions or parts thereof, which are in conflict herewith, are hereby repealed.

PASSED AND ADOPTED by the City Council of South Weber, Davis County, on the 27th day of June 2023.

Roll call vote is as follows:

Council Member Halverson	<input checked="" type="radio"/> FOR	<input type="radio"/> AGAINST
Council Member Petty	<input checked="" type="radio"/> FOR	<input type="radio"/> AGAINST
Council Member Soderquist	<input checked="" type="radio"/> FOR	<input type="radio"/> AGAINST
Council Member Alberts	<input checked="" type="radio"/> FOR	<input type="radio"/> AGAINST
Council Member Dills	<input checked="" type="radio"/> FOR	<input type="radio"/> AGAINST


Rod Westbroek, Mayor




Attest: Lisa Smith, Recorder

EXHIBIT 1

3.050 EMPLOYMENT OF MINORS POLICY

3.050 Employment of Minors Policy:

The City of South Weber recognizes the value of providing employment opportunities for minors age 14 and older, while also ensuring compliance with applicable labor laws and protections. The purpose of this policy is to outline the requirements and restrictions for employing minors under the age of 18.

A. Eligibility and Restrictions:

1. Minors aged 14 and older may be employed by the City of South Weber, subject to the following restrictions (in accordance to Child Labor Regulation No. 3, [29 C.F.R. § 570.35](#)) :
 - b. Work hours: Minors aged 14 and 15 may work up to 3 hours per day before or after school. Outside of school hours and during school breaks, they may work up to 8 hours per day. Minors under 16 shall not work more than 18 hours per week when school is in session and 40 hours per week when school is not in session. They shall not work before 7:00 a.m. or after 7:00 p.m – except between June 1 and Labor Day.
 - c. Jobs prohibited: Minors aged 14 and 15 shall not work in certain types of hazardous jobs, such as operating power-driven machinery, working on a ladder or scaffold, or handling hazardous chemicals. They also may not work in certain industries, such as construction or manufacturing. And all other jobs prohibited by Child Labor Regulation No. 3, [29 C.F.R. §§ 570.33](#).
 - d. Education: Minors aged 14 and 15 who work are required to attend school and maintain satisfactory academic progress. Supervisors shall not require them to work during school hours.
 - e. Seasonal Parks Employment: Minors aged 14 and 15 shall not work as seasonal employees to maintain parks.
 - f. Motor Vehicles: Minors aged 14 and 15 shall not operate or work as outside helpers on motor vehicles of any kind. Minors aged 16 shall not operate motor vehicles of any kind but may work as outside helpers if the location is not a public right-of-way or highway. Minors aged 17 and older shall only operate motor vehicles in compliance with Child Labor Regulation No. 3, [29 C.F.R. §§ 570.52](#).

B. Hiring and Training:

1. Hiring: All minors aged 14 and older who apply for employment with the City of South Weber must receive parental permission for a background check and drug test.
 - a. Training: All minors aged 14 and older who are hired by the City of South Weber must receive appropriate training for their job duties, including training on safety procedures and any equipment or machinery they will be using. This training must be documented in the employee file.

C. Supervision and Monitoring:

1. Supervision: All minors under the age of 16 who are employed by the City of South Weber must be supervised by an adult employee at all times.
2. Monitoring: The City of South Weber will monitor compliance with applicable labor laws and protections for minors, including work hours, job duties, and safety requirements.

D. Penalties for Non-Compliance:

1. The City of South Weber takes compliance with applicable labor laws and protections for minors seriously. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment.
2. In the event that any provisions within this policy are found to be contradictory to the regulations outlined in PART 570—CHILD LABOR REGULATIONS established by the United States Department of Labor, the federal policy shall supersede and take precedence over the conflicting provisions of this city policy. The City of South Weber City is committed to ensuring compliance with all applicable federal and state labor laws, including those related to child labor, and will align its practices accordingly to adhere to the regulations outlined by the federal government.