



## **RECENT CHANGES TO LOUISIANA LAW ON EMPLOYMENT OF MINORS**

If you currently employ minors (individuals under the age of 18) in your work place, or are considering doing so, you should take note of some recent changes regarding employment of minors under Louisiana law. Most employers are aware of the child labor provisions in the federal Fair Labor Standards Act (29 U.S.C. § 212; 29 C.F.R. § 570). Louisiana also has child labor laws regulating types and hours of employment for individuals aged 14-17 (La. R.S. 23:151-291).

Minors aged 14-15 are prohibited from working in hazardous jobs as well as certain occupations, such as manufacturing, mining, and construction. They may not work more than three hours on any day or eighteen hours during any week, in which school is in session. They cannot work more than six consecutive days in one week or more than eight hours in any day. Fourteen and fifteen year old minors who have not graduated from high school are also prohibited from working more than forty hours in any week, cannot begin work prior to 7:00 a.m. or work past 7:00 p.m. on any day prior to a school day, or 9:00 p.m. on other days.

Minors aged 16-17 are also prohibited from working in hazardous occupations, such as logging and

sawmill operations, roofing, excavation, and occupations involving exposure to radioactive substances. Prior to August 15, 2004, minors aged 16-17 who have not graduated from high school could not work past 10:00 p.m. on any day prior to a school day. A recent revision to La. R.S. 23:215 now permits 16 year old minors to work until 11:00 p.m., and 17 year old minors until midnight on days prior to a school day. They may not, however, report to work prior to 5:00 a.m. on such days.

Any employer desiring to employ a minor must complete an "Intention to Employ Form" describing the type of work to be performed, which must be signed by the minor's parent or guardian, and presented to an authorized issuing officer of the parish Superintendent of Schools in the parish where the work is to be performed. The minor must obtain an "Employment Certificate" from the issuing officer before beginning employment.



Terry D. McCay  
337.439.0490  
terry.mccay@keanmiller.com

This newsletter is designed as a general report on legal developments. The published material does not constitute legal advice or rendering of professional services.

**BATON ROUGE ■ NEW ORLEANS ■ LAKE CHARLES ■ PLAQUEMINE**

**KEANMILLER.COM**

# EMPLOYMENT DISCRIMINATION CHARGES DECREASE

According to 2004 year-end statistics published by the Equal Employment Opportunity Commission (EEOC), the agency is receiving fewer discrimination charges each year. However, retaliation charges are holding steady and are actually up slightly from last year.

Year	2000	2001	2002	2003	2004
Total charges filed	79,896	80,840	84,442	81,293	79,432
Race	28,945	28,912	29,910	28,526	27,696
Sex	25,194	25,140	25,536	24,362	24,249
Nat'l Origin	7,792	8,025	9,046	8,450	8,361
Religion	1,939	2,127	2,572	2,532	2,466
Retaliation	21,613	22,257	22,768	22,690	22,740

Sexual harassment charges have also decreased. However, the percentage of sexual harassment charges being filed by males has increased. In its 2004 year-end statistics, the EEOC reported that the total

number of sexual harassment charges filed with the EEOC and state and local fair employment practices agencies in 1992 was 10,532. The number of sexual harassment charges filed per year then gradually increased every year, up to a high of 15,889 in 1997, and then decreased each year thereafter, down to a low of 13,139 in 2004. In 1997, 9.1% of the sexual harassment charges were filed by males. That percentage has increased every year to a high in 2004 of 15.1%.



Carolyn S. Parmenter  
225.382.3464  
carolyn.parmenter@keanmiller.com

## **A View from the Top: Louisiana Labor and Employment Law Seminar**

**Wednesday, May 18, 2005  
8:00 a.m. - 1:15 p.m.**

**Kean Miller Conference Center  
301 Main Street, 18th Floor  
Baton Rouge, Louisiana**

No fee to attend • Continuing Education Credit • Complimentary Networking Breakfast • Special "Lunchtime Labor Skit"

### *Topics*

- \* Sexual Harassment in the Modern Workplace
- \* Race Discrimination in a Diverse World
- \* Family Medical Leave Act: Ideas and Solutions
- \* The NLRA and How it Impacts You
- \* Discrimination Issues for an Aging Workforce
- \* Show me the Money: Employment Related Income
- \* ADA: A Blueprint for Today and Tomorrow

RSVP to Denise Duszynski at 225.389.3753 or [denise.duszynski@keanmiller.com](mailto:denise.duszynski@keanmiller.com)

Seating is limited.