

Law Involving Employment Of Minors Engaged For Spring Harvesting Outlined

In order to inform farmers on the provisions of the Wage and Hour Law in respect to the employment of minors engaged in spring harvesting, the following information has been provided by the county agent's office in question and answer form:

1. Do the child-labor requirements of the Fair Labor Standards Act apply to agriculture?

Yes. They generally to farmers whose crops or products go either directly or indirectly into interstate or foreign commerce, as in the case of a farmer who sends his product outside the State or delivers his product to a canner, processor, or dealer who he knows or has reason to believe will send it outside the State, either in its original form or as an ingredient of another product. For example, tomato growers who send their tomatoes to a cannery within the same State are covered if the canned tomato product made from their tomatoes goes out of the State.

2. What are these requirements?

Farmers may not employ children under 16 years of age in agriculture during school hours.

Farmers must also keep certain records required by regulations under the act regarding the minors they employ.

These requirements apply to the employment of migratory children, as well as local resident children, but not to the employment of a farmer's own children by the farmer on his farm.

3. What is meant by "during school hours"?

During school hours means the hours when the school for the school district where the child is living while employed is in session.

4. How old must a child be to work on a farm outside school hours?

This act set no minimum age for employment in agriculture before or after school hours on any school day, or at any time on school holidays, and during school vacations.

5. How can a farmer be sure that the young person he intends to hire during school hours is at least 16 years of age?

A certificate of age, while not required, will protect the farmer if it shows the young person to be at least 16 years of age, and if it has been issued by the U. S.

Department of Labor or an accepted State system.

6. Where can such a certificate be obtained?

In most States the farmer should have the young person apply for a certificate to the official who issues employment and age certificates under the State child labor laws. This is usually a local school official, but in some States it is a representative of the State labor, welfare, or education department.

In Idaho, Mississippi, South Carolina, and Texas where there is no accepted State system in force, application should be made for a Federal certificate of age to the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor.

7. May a farmer's own children help him do agricultural work during school hours insofar as this law is concerned?

Yes, if they are not in fact employed by someone else. However, the school attendance laws in most State require children under 16 to attend school.

8. What records must be kept by farmers for minors working on their farms?

Every farmer employing minors in agriculture (other than a parent or a person standing in the place of a parent employing his own child or a child in his custody) must keep records containing the following items for every such minor under 18 years of age who works on any day when school is in session for the school district where the minor is living while so employed:

- (a) Name in full.
- (b) Place where minor lives while employed. If minor's permanent home address is different, give both addresses.
- (c) Date of birth.

It is not necessary that records be maintained in any particular order or form. They must be kept in a safe and accessible place and be open at any time to inspection and transcription by authorized representatives of the Secretary of Labor. These records must be preserved for at least three years.

9. Is a farmer in violation of the Federal law if the under-age children working on his farm were not hired by him personally?

A farmer is responsible for every under-age child working on his farm. This includes children hired

SLAYER OF 3 KILLED IN BARRICADE



DEPUTY SGT. KENNETH ANTHONY crouches on a shed roof with rifle aimed and Sheriff Harry Grosslaus holds a submachine gun as they close in on William O. Henry, 71, inside. The aged man had killed his wife, his son, Elmer, 39, and his daughter, Mrs. Ethel Lowry, during a religious argument in Henry's home in Canton, Ohio. Tear gas failed to rout him, so Grosslaus opened fire, killing Henry. (International)

Cut Your Food Costs By Buying In Quantity

By RUTH CURRENT
State Home Demonstration Agent

Buy foods in quantity, if possible. For example, when buying apples for baking, plan to use them in other meals in different forms, like apple salads, fried apple rings, and apple betty.

Buy government inspected meat with a purple inspection stamp.

either individually or as a part of a family group by labor contractors, processors, or others.

10. What are the penalties for violation of the child-labor requirements of the Fair Labor Standards Acts?

The act provides, in case of willful violation, a fine up to \$10,000. For a second offense, committed after conviction for a similar offense, a fine of not more than \$10,000 or imprisonment of not more than 6 months, or both, may be imposed. The Secretary of Labor may ask a Federal district court to restrain future violations of the child-labor requirements of the act by injunction.

This stamp is required on all meat shipped across state lines. Meat grades include Prime, Choice, Good, Commercial and Utility. In general, the less expensive cuts and lower grades will be the best buy if properly cooked—but choose carefully. Cheaper cuts may prove more costly in the long run if they contain too much fat or bone. When buying ungraded beef, check to see that the lean meat is light red, velvety-appearing and liberally veined with fat.

Buy breads, flour and cereals only if "enriched" or "restored" or "whole grain" is printed on the labels. They cost no more and add extra B vitamins and minerals to the diet.

Buy "cash-and-carry" to save the extra cost of credit or delivery charges.

Buy foods by weight rather than bulk measure or count whenever possible. Check scale to be sure the indicator is on zero before food is weighed.

We Want To Say A Sincere

THANK YOU

To The Haywood County Board

of Commissioners for

Setting Up Funds For A

Health Center

"There Is No Substitute for Health"

This Is Sponsored By

The Haywood Medical Society and The
Many Other Civic and Patriotic Organizations

In Haywood Who Have Endorsed The

Health Center

A COMMENDATION ---

The individual and group interest manifested by the citizens of Haywood County in the proposed new

HAYWOOD COUNTY HEALTH CENTER

is indeed an indication of the awareness of the value of such a facility and service to our County.

The individual citizens, the civic and professional groups, and the County Commissioners are to be commended for their far-sighted thinking and action in behalf of the health of the people of Haywood County.

The Champion Paper and Fibre Company

CAROLINA DIVISION

Canton, North Carolina

