



June 2016

NCAE MODEL MANAGEMENT POLICY:

POLICY PROHIBITING PRESENCE OF CHILDREN IN THE WORKPLACE¹

Workplace safety is a priority for [*Name of Business*]. In furtherance of this goal, [*Name of Business*] does not permit any of its employees, or in the event a farm labor contractor is used to provide workers, the contractor's workers, to bring children with them to work. Children may not be present at any time on [*Name of Business*] premises, including its fields and all facilities where work is performed. If an employee or worker employed by a farm labor contractor brings a child to work, he or she will be asked to take the child from [*Name of Business*] premises and only return to work without the child. If a worker brings a child to its premises while he or she is working or permits a child to work in violation of this policy, he or she will be disciplined, up to and including termination of employment. Employees also are required to report to management of [*Name of Business*] if they observe children on the [*Business*] premises.

The only exception to this policy is for children who have received permission to work in writing from [the Business]. Such permission must be obtained in advance and will only be granted if it

¹ This policy must be given to all employees. Supervisors should be informed of the importance of strict compliance with this policy and to monitor the business premises for compliance. If the employer has an Employee Handbook, this policy should be included. Employees should sign and date an acknowledgement that they have received this policy. If a farm labor contractor (FLC) is used to provide workers, a copy of this policy must be given to the FLC and explained. If the business has a written agreement with the FLC, this policy should be included in the agreement. The FLC must be instructed to explain the policy to its employees. The contractor must be informed that strict compliance with this policy is a condition of doing business and the FLC must enforce this policy with its employees, otherwise the business is entitled to terminate its agreement with the FLC.

is determined the child is capable of performing the job and may legally perform agricultural labor in the manner contemplated. In such a case, the child will be allowed to work only upon such conditions as the law establishes for his or her employment. Such conditions will be strictly observed and permission to work in certain tasks does not imply that the child may work in other duties. Failure to follow any conditions will lead to the termination of the child's employment. As with any other employee, [*Name of Business*] may terminate a child's employment for any legal reason, with or without notice.