

Labor Law

Cardboard Balers/Compactors

If you have a baler on site you may allow your 16-17 year old employees to place cardboard in the baler **ONLY IF** you meet the following requirements:

1. The baler or compactor was built to and continues to meet safety standards established by the American National Standards Institute, ANSI Z245.5 – 1990 for balers and ANSI Z245.2 – 1992 for compactors
2. The machine has a key-operated on/off security switch or similarly functioning security switch at the control panel
3. The security switch is maintained in the off position when the baler or compactor is not in operation
4. The key is maintained in the custody of employees who are 18 years of age or older
5. Notice is provided to all employees that:
 - a. the baler or compactor meets ANSI standards'
 - b. 16 and 17 year old employees may only load the cardboard baler or compactor, and
 - c. no none under the age of 18 may operate or unload a cardboard baler or compactor
6. A notice is attached (a sticker) to the baler or compactor stating the points covered under condition 5, above.

IF YOU DO NOT ADHERE TO ALL 6 POINTS LISTED ABOVE, EMPLOYEES UNDER THE AGE OF 18 MAY NOT PLACE CARDBOARD IN THE BALER NOR OPERATE THE BALER.

Equipment with Moving Parts

Employees under the age of 18 are not allowed to work with, on, clean, or deal with any equipment that has moving parts. This includes slicers, grinders and saws. **WHEN IN DOUBT – DON'T ALLOW EMPLOYEES UNDER THE AGE OF 18 TO PERFORM DUTIES THAT WILL PUT YOUR BUSINESS IN JEOPARDY.**