

Georgia

Employment of Minors in Entertainment A-Z

Current as of 12/1/2023

Atmospheric Smoke : Minors may work in “Artificial Smoke” with written parental consent under daily exposure limits. Minors under 2 may not be exposed. Minor’s age 2-9 years are limited to 30 minutes. Minor’s age 9-16 years are limited to 60 minutes. Minors age 16/17 are limited to 90 minutes. Aerosol Particle Monitor required to ensure ESTA/ANSI limits. Names of Compounds used and Safety Data must be disclosed to parent/guardians. Child Labor Coordinators are responsible for ensuring compliance. 300-7-1-.03 (7) (b), (8) (e); GDL Minors and Atmospheric Smoke Acceptable Standards

Babies: Babies 15 days to 6 months old are limited to 1 period of 2 consecutive hours in any 1 day, either between 9:30 am and 11:30 am, 2:30 pm and 4:30 pm, or 6:00 pm and 8:00 pm. A Child-Labor Coordinator, a licensed child-care provider, and a Nurse must be present for every: 3 babies, 15 days to 6 weeks old; 10 babies, 6 weeks to 6 months old. Babies shall not be exposed to light exceeding 100 foot-candles for more than 30 seconds. Babies may not be exposed to atmospheric smoke up to age 2. 300-7-1-.03 (1) (e), (8) (d-e); Schedule of Hours of Performance (a-c)

Banking School: Minors aged 4-8 may bank 1 hour of school per school day, not to exceed 5 hours per week. Minors aged 9-18 may bank 2 hour of school per school day, not to exceed 10 hours maximum. Used hours may be replaced. Time banked applies only to the production where it was banked. No Banking on non-school days or on nights preceding a school day. No more than 2 banked hours may be used on a school day. No more than 8 banked hours per week may be used for ages 4-6. Parents/Legal Guardians, Child Labor Coordinators and Studio Teachers shall maintain banking records. 300-7-1-.09 (2) (b-e)

Blanket Permits: A.K.A. “Temporary Certification”) Allows employers to utilize 10 or more minors for a period not to exceed 5 consecutive days per calendar year. Issued on a one per production basis. Episodic TV Producers may apply for a ‘per episode’ certification. 300-7-1-.10 (1-2)

Child Labor Coordinator: A ‘Child Labor Coordinator’ (Coordinator) is responsible for the coordination of services and safety of minors at location. Coordinators are responsible for time tracking and ensuring that the allowable hours are not exceeded, reporting violations to the DOL and ensuring minor’s safety if/when parent/legal guardian is not present. Coordinators must be at least 21 years old, annually background checked, and certified by the Georgia DOL. Coordinators must wear an identification badge and may not perform any other duties when minors are present. One Coordinator is required per 10 minors. A Studio Teacher can be the Child Labor Coordinator when only 1 minor is present, or when not also teaching. 300-7-1-.02 (1) (b); 300-7-1-.04 (1) (a-g); 300-7-1-.09 (2) (k)

Employment: An authorized association through performance or participation for any employer whether or not compensation is provided. 300-7-1-.02 (1) (e)

Exemptions: Production produced exclusively by a church or state approved schools are exempt from the rules of the GA DOL. Non-Profit theatrical or government organizations who are exempt from paying federal taxes may apply annually for an ‘exemption certificate’ to utilize minors who do not hold a work permit, however all other rules apply. There is no fee. Additionally, employers may ‘petition’ for exemption of certain rules. Exemption Certificates expire December 31st. 300-7-1-.02 (r); 300-7-1-.11 (1-2)

Extensions/Wavers: Employers may petition the GA DOL for permission to work earlier or later than approved hours. 24-hours advance notice and parental consent is required. 300-7-1-.02 (2); 300-7-1-.03 (4) (a)

Facilities: Minors and their representatives must be provided adequate facilities that include weather protection, seating, restrooms, private dressing rooms and hydration. Rest areas may not also be used for school. 300-7-1-.08 (2) (a) (b)

Graduated Minors: A minor who has graduated, received a GED or its equivalent is exempt from school on set, however all other rules apply. 300-7-1-.09 (f)

Locations: All locations where minors are performing must be approved in advance by application to the GA DOL. Approval is valid for 60 calendar days. A one-time \$50 location fee is assessed for each production. No fee for additional locations (same production). All locations must have adequate restrooms and break rooms. Dressing rooms may not be shared with adults or members of the opposite sex. 300-7-1-.02 (k), 300-7-1-.08 (1-5)

Meal Periods: No more than 6 hours may elapse without a minimum 30-minute meal period. Second meals are required no more than 7 hours after the first meal period. 300-7-1-.03 (2) (c); Schedule of Hours of Performance (f) (3) (i), (g) (3) (i), (h) (3) (i)

Medical Care: Employer must obtain written consent for medical care of minor in case of emergency, unless refused by parent/legal guardian due to religious beliefs. Medical Personnel must be on site when potentially hazardous conditions exist. Personnel retained must be licensed to provide appropriate care to minors. 300-7-1-.03 (7) (a) (c), (8) (c)

Parental/Legal Guardian Presence: ((A.K.A. “Representative of the Minor”) All children under age 18 must have a custodial parent or court approved legal guardian present at all times while on Location, including wardrobe, make-up, or hair dressing. Parents/legal guardians registered with the DOL can assign their duties in writing to the designated ‘Child Labor Coordinator’. The Child Labor Coordinator must agree in writing to assume responsibility for the safety and well-being of the Minor. 300-7-1-.02 (s); 300-7-1-.03 (6) (a-e); 300-7-1-.07 (1) (a-f)

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Penalties, Violations, Citations: Employers who violate the rules and regulations set forth by the GA DOL may incur citations, penalties, suspension and/or revocation of their Permit to Employ Minors depending on the level of the offense. Parents/Legal Guardians are also subject to citation or penalty for failure to comply or for falsifying documents. Citations may be appealed. 300-7-1-.05 (4); 300-7-1-.12 (1-2); 300-7-1-.13 (1-2); Schedule of Child Labor Violations and Penalties (1-2, et. al.)

Permit to Employ Minors: (A.K.A. "Employer's Certification Number") Employers must have a valid 'Certification Number' issued by the GA DOL prior to employment of minors. Commercial Advertising and Industrial Training Films are assessed a one-time \$250.00 registration fee; all others are assessed \$500.00. Annual renewal required (no additional cost) unless suspended, terminated or revoked. Valid GA Workers Compensation Insurance is required. 300-7-1-.05 (1-4)

Ratio of Minors Per Studio Teacher: No more than 10 students to 1 Studio Teacher. 300-7-1-.09 (2) (l)

Report Cards: Studio Teachers must maintain a record of attendance and grades for each student. Reports shall be turned over to minor's local school within two business days of the end of employment. 300-7-1-.09 (2) (e-f)

School On-Set: When a minor age 4-18 is guaranteed more than 1 day of employment during a school week, employer shall provide a Studio Teacher, school facilities, and 3 hours of study time (unless banked) from the 1st day of employment. A maximum of two previously banked hours may be applied to school time. Instruction must be offered between 7 AM and 6 PM, with a minimum of 20 minutes in each school session. Home-schooled minors must follow the district calendar where the minor resides. 300-7-1-.09 (1) (a) (b) (d) (e) (2)

Studio Teacher: A person provided by the employer, who has passed an annual security background check, who is certified as a teacher by the GA Professional Standards Commission or an individual who possesses a valid teaching certification from another state or territory. 300-7-1-.02 (w), 300-7-1-.09 (2) (f-i)

Supervision: No minor may be sent to hair, makeup & wardrobe unless under the general supervision of the Child Labor Coordinator and/or Parent/Legal Guardian. If the minor is dismissed early and a parent/legal guardian is not present, the Child Labor Coordinator must supervise until picked up. 300-7-1-.03 (6) (a-e)

Travel Time: Except for the initial 45 minutes of travel from lodging to location, all time spent traveling shall count as part of a minors work day. 300-7-1-.03 (3) (a)

Turn Around: 12-hours must elapse between Minor's dismissal time and next day call time or regular school start time. If school starts less than 12-hours after dismissal, Minors must be offered instruction and if accepted provided by Production for the following day. 300-7-1-.03 (5) (a)

Unlawful Activity: No minor shall work in any location that places the minor in danger of life or limb. No minor shall be required, coerced or permitted to pose nude or perform sexually explicit acts, nor be present while adults are performing such acts. 300-7-1-.03 (8) (a-f)

Work Day: No Work Day shall start earlier than 5 AM. Minors aged 6 months thru 8 years may be at location no later than 10 PM. Minors age 9 thru 15 may be at location no later than 10 PM on a school night and 12 AM on a non-school night. Minors age 16/17 may be at location no later than 12-AM on a school night and 2 AM on a non-school night. 300-7-1-.03 (2) (d); Schedule of Hours of Performance (d) (1), (e) (1), (f) (1), (g) (1), (h) (1), (i) (3)

Work Week: No minor shall work more than six consecutive days. 300-7-1-.03 (2) (e).

Work Permits: (a.k.a. "Minor Certification") Parents/Legal Guardians must register annually with the GA DOL and notify the department of any changes of information within 5 business days. Permits are valid for one year and expire on December 31st. There is no fee. Certification can be revoked/suspended for violation of rules. 300-7-1-.06 (1-3)

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Schedule of Hours of Performance

Age	School Day vs Non School Day	Max Work Time	Education	Rest & Recreation	Minimum Meal	Total Time at Venue
15 days to 5 months +		20 min	n/a	100 minutes	n/a	2 hours
6 months - 1 year +		2 hours	n/a	2 hours	n/a	4 hours
2-5 years +	School Day	3 hours	2 hours (k-12)	1 hour	n/a	6 hours
	Non-School Day	3 hours	n/a	2.5 hours	30 min	6 hours
6-8 years +	School Day	4 hours	3 hours	30 min	30 min	8 hours
	Non-School Day	6 hours	n/a	1.5 hours	30 min	8 hours
9-15 years +	School Day	5 hours	3 hours	1.5 hours	30 min	10 hours
	Non-School Day	7 hours	n/a	2.5 hours	30 min	10 hours
16-17 years +	School Day	8 hours	3 hours	30 min	30 min	12 hours
	Non-School Day	10 hours	n/a	1.5 hours	30 min	12 hours