

Junior Fire and Emergency Services Programs

Please Read Carefully

The information contained in this publication is intended for educational purposes only. VFIS specifically disclaims any liability for any act or omission by any person in connection with the use or implementation of any information contained in this publication.

VFIS does not make any representation or warranty, expressed or implied, with respect to the results obtained by the use, adherence or implementation of any material contained in this manual. The implementation of the content is not a guarantee that you will achieve a certain desired result.



© VFIS, 1998

All rights reserved. No part of this work covered by the copyright hereon may be reproduced or used in any form by any means—graphic, electronic, or mechanical, including photocopying, recording, taping, or information storage and retrieval systems—without the written permission of VFIS.

Contents

Introduction	1
1. Types of Programs	5
2. Important Issues and Concerns.....	23
3. Program Reviews	29
4. Key Program Elements	37
Conclusions	59
Appendices	61
I. State-by-State Analysis of Child Labor Laws ..	62
II. Legal Sources	100
III. Resources.....	104

We would like to acknowledge and thank the following Junior Emergency Service Program organizations for their contributions to this publication. Without their assistance and input this project could not have been completed.

Thanks to:

Adams Fire Explorer Post # 137
Adams, New York

Anchorage Fire Department
Explorer Post # 264
Anchorage, Alaska

Angel Lake Fire Explorer Post # 24
Seattle, Washington

Boynton Beach Fire Rescue
Explorer Post # 2397
Boca Raton, Florida

Brighton Junior Fire Department
Brighton, Michigan

Busnell Basin Fire Explorer Post # 291
Pittsford, New York

Centerport Fire Department Cadet Program
Centerport, New York

County Fire District #11
Fire Cadet Program
Battle Ground, Washington

Cranbury First Aid Squad
Cadet Corps
Cranbury, New York

Elberfeld Volunteer Fire Department
Cadet Firefighter Program
Elberfeld, Indiana

Emergency Service Squad
Explorer Post # 85
Westborough, Massachusetts

Explorer Post # 905
Seminole, Florida

Explorer Troop # 911
Dannemor, New York

Fern Creek Fire Department
Explorer Post # 710
Louisville, Kentucky

Fire Rescue Explorer Post # 209
Peachtree City, Georgia

Gamewell Fire Department
Student Firefighters
Lenoir, North Carolina

Greece Lake Shore Fire Department
Explorer Post # 708

Harmony Township Volunteer Fire
Department
Explorer Post # 706
Ambridge, Pennsylvania

Hilton Fire Department
Explorer Post # 911
Hilton, New York

Marion Junior Fire Company
Marion, Pennsylvania

Montgomery County, Maryland
High School Cadet Program

North Greece Fire Department
Explorer Post # 702
Rochester, New York

Nye County Office of Emergency Services
Junior Program
Tonopah, Nevada

Pleasant Valley Volunteer Fire Department
Explorer Post # 14
Fort Mill, South Carolina

Raceland Fire Department
Explorer Post # 204
Raceland, Kentucky

Reservoir Fire Department
Junior Division
Explorer Post #721
Brandon, Mississippi

Sparky's Pals
West Elmira, New York

Springdale Fire Department
Explorer Post # 211
Springdale, Ohio

Shrewsbury Fire Department
Explorer Post # 85
Shrewsbury, Massachusetts

West Reading Fire Company
Junior Brigade
West Reading, Pennsylvania

Winsted Fire Department
Explorer Post # 911
Winsted, Connecticut

Introduction

In January 1994, a major earthquake struck the Los Angeles metropolitan area and killed more than 50 people. Lorenzo Trujillo, 20, was one of a group of Explorers from Hollywood responding to a collapsed parking garage. When he arrived, Trujillo heard cries from a man trapped under two layers of concrete. Trujillo stayed with him for eight hours, talking with the man in Spanish, keeping him calm until he could be rescued.

Emergency preparedness is one of a number of designated national themes for scouting and Explorer Posts. Across America, scout groups have staged their own mock disasters to practice rescue skills. A Texas scouting event included a mock airplane crash simulated by Explorers in conjunction with the Civil Air Patrol; scouts rescued "victims" and administered first aid. These programs help scouts learn to handle life-threatening situations and make sound decisions under pressure.*

** From "Emergency Scout Program: Emergency Preparedness," Boy's Life, May 1994.*

Emergency service organizations across the United States – large and small departments; career, volunteer and combination departments; in large urban centers, booming suburban cities, pleasant small cities and quiet rural communities – are affiliated with youth programs that focus on fire protection and emergency medical services interests and activities. While no comprehensive accounting

of the number of these programs exists, a reasonable guess would place the count well into the hundreds.

The programs are as varied as the communities and emergency service organizations that support them, offering countless permutations, organizational structures, numbers and ages of members, styles of operation, focal points, and philosophies. Some are affiliated with the Exploring program supported by the Boy Scouts of America (which is open to young men and women, ages 14 through 20), but many are independent organizations developed locally to meet area-specific needs, interests, and circumstances. They serve numerous purposes, with a key objective being to develop a sense of community service among youthful members. By participating in a youth program, young people gain confidence, develop mechanical skills and aptitude, and gain a greater awareness of personal and fire safety.

A vital purpose, particularly among programs affiliated with volunteer-dependent organizations, is to provide an ever-evolving supply of interested, involved, trained and experienced young people who might become adult emergency service providers when they outgrow the youth program. Many volunteer emergency service organizations, particularly those in areas where populations are stagnant or declining, sponsor youth programs for the express

purpose of enhancing recruitment among young citizens. In "The Future of the Fire Service," an article published in Firehouse magazine in April 1989, author Robert Williams observes that one youth unit, organized in 1987 and operated through the Perrysburg Township (Ohio) Volunteer Fire Department, was established specifically with that intent in mind. He quotes a member of the local township volunteer fire department saying, "In our area, we're just not getting volunteers anymore. We started a Fire Explorer Post in the hope of getting youngsters interested in becoming volunteers at a later age."

Evidently the plan works. The majority of fire department youth programs appear, from a quick review of membership data, to consistently contribute to the sponsoring fire departments' future membership rolls, in addition to the ongoing contributions made by the youth groups year in and year out.

Firefighting is an honored, albeit hazardous, occupation involving a wide variety of important responsibilities. For all kinds of emergencies, people call the fire department. They expect and consistently receive quick response and quick action. Those who are firefighters share a desire for community service and a dedication to fellow citizens, accept personal stress and danger, learn scores of different kinds of knowledge and skills, undergo the hardships and hazards of operating under emergency conditions, experience the joy of saving a life balanced with the frustration and

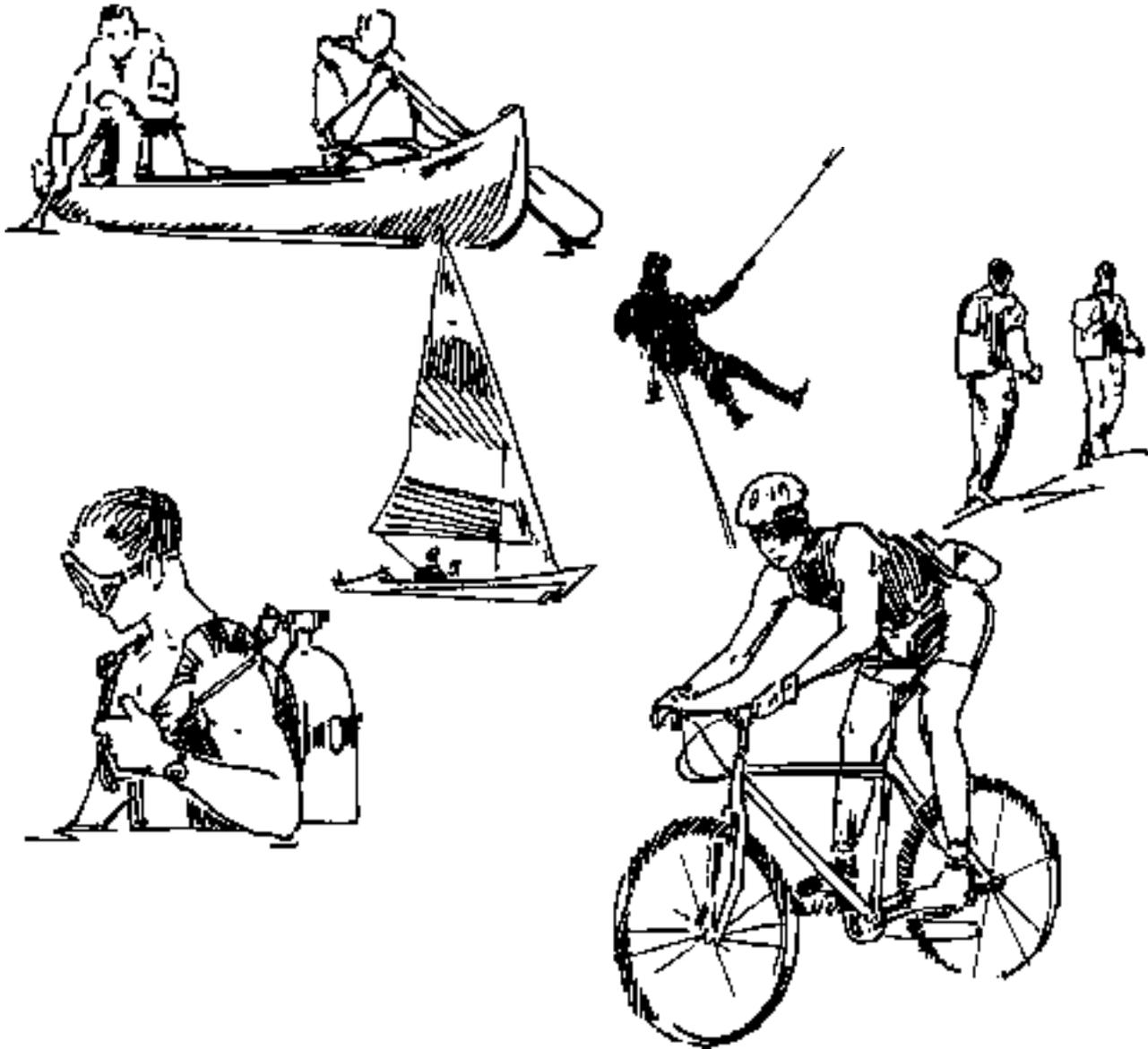
sorrow of being unable to do so, and see and experience tremendous ups and downs.

For many years, Volunteer Firemen's Insurance Services (VFIS) of York, Pennsylvania, has sponsored a contest among fire department youth programs, annually recognizing a program that exemplifies high levels of community involvement, effective organization and similar positive attributes. During the course of administering the awards program, VFIS has received hundreds of applications from fire department youth programs, many of them providing extraordinary detail about the group and its origins, purposes, activities, philosophies, and successes. Departments that do not have, but are interested in initiating these programs, often have asked VFIS for information about youth programs. In 1996, VFIS incorporated all Junior Emergency Service Organizations into their annual contest.

Because VFIS strives to support America's emergency services not only through insurance programs, but in meeting other varied needs as well, it has culled from its extensive files on fire department youth programs an overview of what such programs are, how they function and what seems to work. We hope this booklet will help departments that might be considering initiating a new youth program to decide whether a program is right for them, what kind of program will best meet their needs, how to organize a program and how to keep it on track through the years.

In the pages that follow, we will review in detail the various approaches taken by youth programs affiliated with emergency service organizations across America. We will present descriptions of some programs that can serve as examples of particular types of programs, introduce some of the legal and liability issues applicable to such youth programs, and provide a review of resources and information available to departments seeking guidance in establishing a youth program.

While working to develop a program for your organization, the following guidelines may also be used for emergency service groups other than fire related.



Types of Programs

Of the hundreds of fire department youth programs in place throughout the United States, there are nearly as many variations on the concept as there are individual programs.

Programs call themselves by different names and vary widely in size and the ages of members in the groups.

Some organizations have been in existence only a few years, while others date back decades.

Organizational structures vary, as do policies, procedures, and the degree to which members of the junior group can participate in fire department activities, including training, emergency incidents and other activities. Some programs have high expectations for the personal behavior and scholastic performance of members, while others demonstrate no such concerns.

Of course, similarities exist among the various programs, as well. For example, a wide range of funding sources and fundraising activities support most programs. In many cases, the youth groups support the sponsoring fire departments by helping with the department's fundraising activities and by providing other kinds of assistance. Some of the fire departments provide uniforms and equipment to the youth organization, although the nature and extent of uniforms and equipment vary widely in relation to the kinds of activities undertaken by the junior group.

This section reviews the differences and similarities among fire depart-

ment youth programs. In each of several categories, brief descriptions of the different approaches are provided.

Names of programs

The titles of programs fall into several general categories. Many are junior fire departments or junior fire companies, with such variations as junior firefighters or junior auxiliary. Fire cadets or emergency service cadets are found in several communities.

The most common program title refers to Explorer Posts, programs which are affiliated with the young adult programs of the Boy Scouts of America. The Explorer program provides a support structure and other assistance for the sponsoring organization.

About the Boy Scouts' Exploring program

Because so many of the youth programs affiliated with fire departments and described in this book are Explorer Posts chartered through the Boy Scouts of America, it seems beneficial to take a close look at what the Exploring program is, what it does, and how it functions.

Exploring is the young adult division of the Boy Scouts of America. Exploring is just what the name implies - young people exploring possible career fields or recreational activities. There are Explorer Posts involved in hiking, cycling, data

processing, search and rescue, health careers, business, social service, law, law enforcement, gliders, Sea Scouts, firefighting, scuba diving, broadcasting, fashion and other areas. National Explorer events include Explorer Olympics, National Law Enforcement Conference, National Surfing Championships, National Sailing Championships, National Fly-In, National Invitational White-Water Canoe Race, National Sea Explorer Regatta and many similar adventures. Explorer programs help provide sophisticated, hands-on career exploration opportunities to those who are serious about their future, while also promoting social interaction and fun.

Explorers are organized into posts which are sponsored by businesses, industries, churches, schools, civic clubs, and community organizations. These chartered partners provide adult volunteer leaders, program resources, and meeting facilities. It takes five youth members and five adults to start an Explorer Post. Professional staff of regional Boy Scout councils oversee and support Exploring activities in their regions. A key element of Exploring is that the young people themselves run the organizations, with adults serving only in advisory capacity.*

* (from "Firefighting: Exploring Tomorrow Today" brochure from the Exploring Division, Chief Seattle Council, Seattle, Washington)

General emphasis in Exploring falls into these vital areas:

- **Career exploration** as a means for gaining better understanding and appreciation of the nation's social, economic and

governmental systems, while gaining insight and practical experience in careers;

- **A sense of public service** through a process of developing skills needed and the desire to help others, respect for the basic rights of others, and empathy for others;
- **Leadership** development through an understanding of individual responsibility to provide leadership to the community, society and others, and enhancement of individual pride in Americans' rights and the nation's potential;
- **Social development** toward enhancement of stable personal values, skills in dealing with people, and a heightened sense of family responsibility;
- **Enhanced fitness**, both physical and mental; and
- **Outdoor activities** providing a degree of self-reliance based on courage, initiative, and resourcefulness, and an understanding and appreciation of the value of natural resources and the environment.

According to official documentation, "Exploring works by meeting the needs of young adults through a series of carefully chosen experiences that encourage personal growth and foster a sense of achievement." Some key elements of such a program include helping young people to develop themselves through a program that involves practical

experience in decisionmaking and ethical choices, group activities, recognition of achievement, functioning within a democratic process, and opportunity for exploring individual curiosity and adventure.

Extensive information and other support are available from the Boy Scouts of America regarding requirements and guidelines for programs.

A few particularly unusual programs were found among the junior fire department files. One, calling itself an auxiliary fire department, is an independent organization, not affiliated with any particular fire department. It provides its members with the opportunity to learn about fire protection and firefighting and offers its services to departments throughout the area. Another group is composed of younger children (fifth and sixth graders), who focus exclusively on preparing and delivering public fire safety education skits and puppet shows to even younger children throughout the local school district through schools, preschools and day care centers. One group is sponsored jointly by its local fire department and American Legion Post, giving it a unique position among the many organizations reviewed. A cadet program is jointly sponsored by the county fire department and county school system. Finally, one organization has an Explorer charter from the Boy Scouts of America, but is not called an Explorer Post.

Number and ages of participants

The membership rolls of the reviewed junior organizations range from one to 95 members; most have between 10 and 30 members. Some groups have upper limits on possible members and maintain waiting lists, a testimonial to the popularity of the programs.

The ages targeted by the various groups range from eight years to 21 years. The majority are aimed at high-school-age youngsters, 14 to 18.

Longevity of programs

Among those programs submitting information to VFIS for its award program in recent years, the largest number were established in the 1980s. Several originated in the 1960s or 1970s, and several were young programs, dating only to the early 1990s. On the other hand, two were established in the 1940s and one in the 1950s.

Structure

The organizations are structured to enable the young members to manage their own affairs. Most are governed by a constitution and bylaws; some also have written standard operating procedures, and formal policies and procedures. Meetings take place according to regular schedules, varying from weekly to alternate months; monthly meetings seem to be the most common. Most groups have specific attendance and tardiness rules, with penalties for excesses most commonly consisting of exclusion from activities.

Probationary periods for new members are common and vary from six months to a year.

organizational roles as secretary and treasurer. The groups reviewed were evenly split among those types.

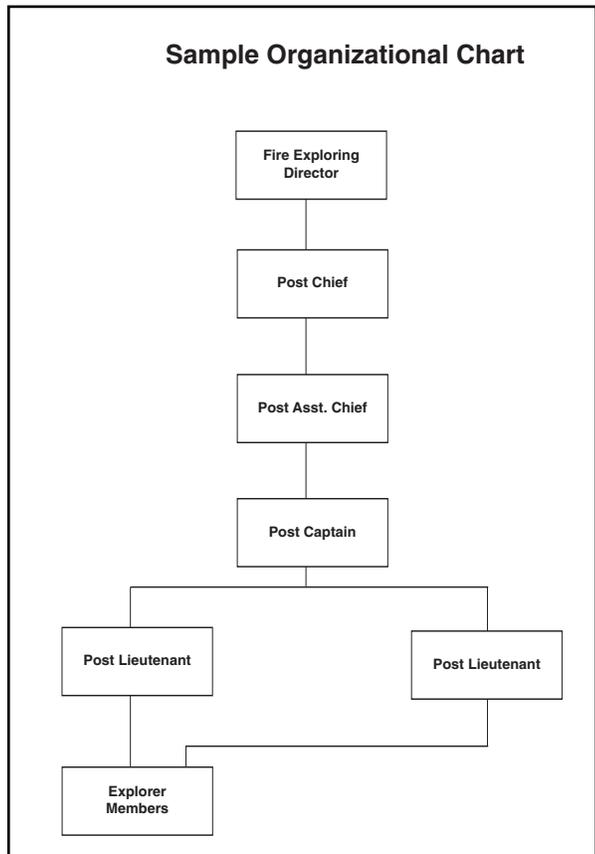
Funding

A combination of fire department funding, membership dues, and outside fundraising provides financial support for the organizations. In those groups charging dues, the amounts range from \$2 per year to \$2 per month. Documentation from some groups states that members in arrears cannot participate in activities.

Many groups receive direct funding from the sponsoring fire department; in fact, some programs get all their funding from that route. As a variation on that theme, one group receives an annual grant from the local fire district commission. One sponsoring fire department contributes \$25 for each member who later joins the department. Another

Some organizations have two

sets of officers: organizational (president, vice president, secretary, treasurer, etc.), and tactical (chief of juniors, other chief officer ranks, captains, lieutenants, etc.); others have only one type, either organizational or tactical. Some programs have a hybrid organization consisting of both tactical officer ranks and such



Seffner Mango V.F.D.
@ Explorer Post 218
Haunted House Concessions

Coke Day	\$ 1.25
Hot Day	\$ 1.25
Fatch Fats	\$ 1.25
Deids	\$.75

Available Drinks:
Orange Soda
Pop
Diet Pop
Mountain Dew
Iced Tea (Fatch Refills Or Tea Only)

Seffner Mango Vol. Fire Dept.
Explorer Post 218
Mother's Day Pancake Breakfast

ALL YOU CAN EAT!
- Door Prizes -
Sunday, May 14, 1995
7am-2pm

Pancakes, Sausage or Bacon
Orange Juice, Milk, Coffee

Ticket prices:
\$4.00 adult, \$2.00 children

Seffner Mango V.F.D.
1706 South Kingsway Rd.
Seffner, FL 33684

For Further Information Call: (813) 684-8662

SUNDAY, AUGUST 13TH
11:00 AM-- 4:00 PM

WASH & VACUUM
CARW PICKUPS -- \$40
VAN & BRIDGE -- \$100

PROCEEDS GO TOWARD EQUIPMENT FOR SEFFNER MANGO VFD EXPLORER POST 218 TRAINING 1706 SOUTH KINGSWAY, SEFFNER FL. FOR FURTHER INFORMATION, CALL: (813) 684-8662

SEFFNER MANGO VOLUNTEER FIRE DEPARTMENT EXPLORER POST 218 FUNMATICS COMPETITION - JULY 4, 1995

Exploring

- !! BLIND SEARCH
- !! FLASH RESCUE
- !! LADDER CLIMB
- !! BUCKET BRIGADE
- !! WILD HOSE LINE
- !! HOSE MAZE

A SPECIAL THANKS TO ALL THE FIREFIGHTERS AND ADVISORS WHO HELPED MAKE THIS EVENT POSSIBLE!

WE WELCOME THE SUNDANCE EXPLORERS

SEFFNER MANGO VOL. FIRE DEPT. EXPLORER POST #218

YARD SALE SATURDAY SEPT. 17, 1994

2706 S. ABERNETHY SEFFNER, FL

7:00 AM -- 5:00 PM

ONE PERSON'S JUNK -- IS ANOTHER PERSON'S GOLD!!!

program is funded by the county school system and is conducted through local high schools as a formal school program. Many junior programs solicit and accept direct donations of funds or equipment.

Most of the groups also conduct fundraising activities. Fundraising events include car washes, raffles and bingo, special fundraising fairs, cookouts, a fundraising night at a local comedy club, pancake breakfasts, spaghetti suppers, Halloween haunted houses, volleyball tournaments, and dances. Some groups sell candy bars, Christmas ornaments and wreaths, smoke detectors, windsocks and mugs with the local fire department's logo, entertainment coupon books and refreshments at the county fair. Some programs receive payment for community projects, including painting fire hydrants or even houses, delivering telephone directories, running a recycling center or a rent-a-kid service, filling swimming pools and cleaning chimneys, conducting CPR classes and providing emergency medical services for local sporting events, parking cars at community events, cleaning up after a local dog show and showing movies at the local community center.

Social/recreational activities

Many of the organizations described a strong focus on social and recreational activities aimed at providing young members with light-hearted involvement to balance the seriousness of the firefighting element of their organizations. These activities include trips to fire museums, large fire departments in the

area, airport fire departments, state fire academies and state fire marshals' offices. Some groups conduct an annual banquet or appreciation dinner. Campouts, dances, ski trips and similar programs were offered by some groups, as were parents' night programs.



Uniforms and personal appearance

Uniforms of some kind were important elements of almost every group's overview of itself. Many have separate work and dress uniforms; some also have special uniforms, for example, parade uniforms.

Dress uniforms generally consist of a dress shirt and trousers. Sometimes, officers' uniforms are slightly different. Some programs use fire department jackets and ties, while other organizations have insignia and badges, in addition to group patches and other identifiers. Work uniforms most often consist of jeans and a special T-shirt bearing group identification; sometimes a sweatshirt is included. One group uses a jumpsuit. Some uniforms are provided by the fire department or the youth group, while in other cases, the members must provide their own uniforms.

Most of the groups restrict the wearing of the uniform to group functions, although one program specifies that members can wear their uniforms to school during Fire Prevention Week. In many cases, the uniform must be worn for group activities.



Limitations on behavior while in uniform are common and include prohibitions against public displays of affection, smoking or other use of tobacco, drinking of alcoholic beverages or use of illicit drugs and, the single most common restriction, offensive language or behavior.

General limits are set down in most cases on personal appearance as well. Most groups state that members must be neat, clean and generally well groomed. Hair length is sometimes limited. One program prohibits "unusual artificial colors," while another says hair must be worn in a "normal" style. One program says hair must conform to fire department regulations. When specified, length requirements range from above the collar to not more than three inches below the collar; some simply note that hair must not interfere with the proper wearing of the uniform or helmet fit. Yet another group says hair must not come below the eyebrows

in the front or protrude below the firefighting hood. One program prescribes that women's hair can be longer, but must be worn pinned up under the helmet when wearing the tactical uniform. Most groups prohibit beards; some say clean shaven, while others permit mustaches provided they are trimmed neatly. Some programs state only that facial hair must not interfere with proper self-contained breathing apparatus (SCBA) seal.

Scholastic requirements personal behavior

These two elements appear to be extremely important to most of the groups.



The majority of groups state that members must maintain a "C" average or better in school. On the other hand, a few require only passing grades, and one program says that only members with passing grades can be excused from school to respond on emergency calls. Several organizations state in their policies that activities of the group must not interfere with school programs or grades.

Some require that members must be enrolled in school or home schooling full-time if under 18, unless

already a graduate. Good attendance at school is required by some programs. School expulsion and "difficulty with the police" are, in some cases, grounds for dismissal from the group; several organizations prohibit members from participation in group activities if they are under school suspension or expulsion. Illustrating a different philosophy, another states that members cannot sleep over in the fire station on school nights "unless on probation (from school) for some reason."

Members of one group are encouraged to bring school assignments to the station to work on between alarms and other activities. One sponsors a regularly scheduled study hall program for members, while another youth group offers a scholarship program for members. The majority of organizations prohibit the bringing of fire department pagers to school (or, in a few cases, to church); several organizations state that members must not leave school to answer emergency calls. Many have curfews on school nights and other limits, for example, no response to calls during mid-term or final exam periods. One group states that, if a member is absent from school on a given day, he or she must not go to the firehouse that day.

Several of the organizations will not accept members with criminal records; a couple of groups limit that restriction to applicants with felony convictions. One group does a background check.

Once a member has been accepted, almost every group places limits

on his or her personal behavior, with the emphasis on restricting conduct that might be deemed unbecoming of a member of the group. Prohibitions vary from uncivil behavior to horseplay; no obscene, vulgar or crude language or behavior; no profanity while on duty or participating in group activities or on fire department premises; no use or influence of alcohol, tobacco or drugs while on duty, while participating in activities or while on fire department premises; and no use of compounds that impair ability to perform duties. One program states that any member accused or convicted of the possession, sale or distribution of a controlled substance is subject to discipline, including expulsion.

Some groups take the professional aspects of firefighting quite seriously. Several require that members behave in an orderly, professional manner. One program prohibits "acts deemed detrimental to the objectives of the group," while another says that "no insulting language to any member of the public or any conduct that would bring disgrace to or create disunity among the group" will be tolerated. Another organization prohibits gender-specific teasing and insults. Others will not accept physical violence or destruction of property. One program specifically prohibits discrimination, while another specifically prohibits gambling. One group insists that members must demonstrate outstanding moral character, which it says includes no arrest record except minor traffic violations. While most of the prohibitions designated by the various groups apply principally to

members while participating in group activities or in group uniform, one insists that members shall not have or use illegal substances while participating in post functions or on personal time.

Several groups address dating among members of the group in their written guidelines. Some insist that any intragroup relationships must not be allowed to have impact within the group.

Training

Fire department youth organizations provide training to their members which is commensurate with the activities in which they participate. Those groups that become involved in emergency scene operations are trained to respond safely and appropriately under those conditions. Those that perform only non-emergency support functions receive less technical training, while those involved exclusively in fire prevention activities receive training principally in that area.



In many cases, members of the youth organization are permitted to observe or even participate in fire department drills and training sessions, within limits. The majority of

organizations permitting such cross-training prohibit youth participation in large training fires, metal fires, or hazardous materials drills. Still, one group states that its members "receive the same training as firefighters," and others report that their young people participate in all areas of fire department training, from communications to hazardous materials.



A few programs indicate that youth members routinely train along with members of the adult fire department in order to perform effectively in combined evolutions on the emergency scene. In one program, through a two-year course of study, participants learn the essentials of firefighting and EMT-A requirements and receive Firefighter I certification by the state, as well as school credit for their training. Members of another group receive training for hazardous materials clean-up, disposal, protection and recordkeeping. Groups that participate in operational training are required to wear appropriate protective clothing and equipment while training.

A particularly common training element is in emergency medical services and cardiopulmonary resuscitation. One group reports that 90 percent of its members have passed medical first responder training. Other common training areas include ropes and knots, hydrant drops, hose handling, changing and using SCBA, ventilation and vehicle extrication. Various forms of rescue training are popular, including rappelling, heavy rescue, air-crash rescue, dive and ice rescue, and even high-angle rescue and first aid training. Non-technical and non-operational areas also receive attention, including fire behavior, fire department history, leadership, teamwork, and self-discipline.



Common training restrictions include prohibitions on the use by youth members of high ladders, i.e., those higher than 24 feet. Other programs have similar rules, but identify a different maximum height. One organization permits youth members to train in aboveground operations only if two qualified instructors are present, one aboveground and one below, on the incident scene. Some groups prohibit training or drills

during school hours or during midterm or final exam periods.

One group has established three phases of training, encompassing both background knowledge and fire operations skills:

Level 1

orientation, introduction, safety, apparatus, fire service, communications;

Level 2

tools and equipment, hoselines and appliances, hoselays, ladders, ropes and knots, first aid and rescue, water supply; and

Level 3

a practical exam on all training.

Another program presents a series of 50 different "mini" training sessions, each focusing on a specific piece of equipment and its operation; these sessions are conducted bi-weekly.

Several programs require, as a written regulation, that members clean up after all drills before anyone can leave the premises.

Evaluation is an important element of most training programs. Most of the programs include both written and skills testing, with a minimum grade required for participation in emergency operations. A few organizations report that they conduct separate oral and written exams for officer candidates.

The quality of training is ensured by many groups through requirements that the training meet certain

standards, for example, the National Fire Protection Association (NFPA) Firefighter I level. Some groups require that all training be conducted by state certified fire instructors. In others, senior active members teach some classes as part of their leadership advancement training.



The frequency of training varies from group to group. Monthly classroom and hands-on training sessions are common. One group holds two training sessions each week during summer vacation and one weekly during the school year, and a few conduct weekly drills. One organization specifies that training sessions must be a minimum of 30 minutes in length. One group performs fire safety education programs requiring that members practice skills at least 30 minutes per month. Attendance at training sessions is stressed in the documentation (rules and regulations, standard operating procedures, etc.) guiding many of the programs. In some groups, a given percentage of drills must be attended, perhaps 60 percent to 75 percent; whereas missing two or three consecutive drills might be established as grounds for review and possible probation.

Equipment

Groups appear split evenly over whether they own their own equipment, and the nature of that equipment varies widely. Most youth members are issued full protective equipment and clothing if they participate in any way in emergency operations, even operational training. Some are assigned full turnout or bunker gear, SCBA and pagers; most groups receive only protective equipment. Much of the equipment is donated by the fire department, while some is donated by manufacturers. In other cases, they point out that protective equipment complies with NFPA Standard 1500.

However, some groups go beyond the basic protective clothing and equipment needs, purchasing or assembling their own equipment. That equipment might include emergency medical supplies, generators and portable lighting units, air supplies for SCBA, extrication equipment, pumps, smoke ejectors or similar ancillary services equipment. Groups involved in public fire safety education programs tend to have supplies applicable to those activities, such as, puppets, a portable stage or other show equipment.



One group constructed a trailer to pull behind a garden tractor to hold its equipment. Others haul their equipment in step-vans. One program has several trailers which hold the different types of equipment needed for distinct applications, any of which can be hauled by a Jeep owned by the group. Another group owns boats which it uses for water-rescue operations. One group houses its extensive equipment in its own metal building which includes the group's headquarters, a library, meeting room, office, training area and showers. Another program used donations to buy a used rescue van which it uses for second-alarm response. Yet another organization uses a donated van to provide canteen, lighting and support services at incidents, while another has a fire department pumper which has been assigned to the post by the fire department.

Official activities

The most important involvement of fire department youth group participants occurs in program-related

activities and, in some cases, that involvement is substantial. One group, for example, says its members spend anywhere from 20 to 150 hours per month in program activities. However, there are some interesting caveats linked to the amount and, occasionally, the types of activities youth members can perform. For example, documentation on several of the organizations states that youth members shall not be used in place of fire department personnel or to augment on-duty fire suppression forces, while in some other cases, they do just that.



Among the most operationally active youth organizations, some are specifically designated to stand by in the fire station during calls and might be called to the scene to assist. Many of these youth members are permitted to respond to all alarms. Activities performed by youth members at emergency scenes include providing water supply support for fires, supporting firefighter rehabilitation, setting up and operating air supply

stations, assisting the command post, operating exterior hand lines, helping to set up ground ladders, serving as first aid standbys, operating pumps, generators and lighting, fetching equipment for firefighters, providing refreshments, making hydrant connections and backing up firefighters, and helping with salvage, overhaul and ventilation.

Some youth members perform vehicle extrication and basic first responder responsibilities, including hands-on firefighting. A handful of groups appear to specialize in various rescue operations. Some are used to construct firelines and perimeters for wildland fires, while others provide crowd and traffic control at emergency scenes. One group boasted of having had the first 16-year-old in its state to complete the official course in basic interior firefighting.

A few departments exclude young members from emergency medical calls, while some specifically call for juniors to assist with rescues. A few exclude EMS calls involving such special hazards as violent patients, yet members of one youth group participate in a regional medical center flight service.

Youth members provide all-around support back at the firehouse. Washing and hanging hose, cleaning and restocking equipment and apparatus, placing equipment back in service, assisting in vehicle, building and grounds maintenance, and testing hose are included in the stated responsibilities of some groups.

In addition, many groups assist with such non-fire emergencies as floods, power outages, storm damage and clearing hydrants of snow. Some organizations install and remove snow stakes for hydrants. One junior group has assisted in the production of fire training and education films made by a major fire protection organization in the sponsoring department's jurisdiction. Several groups use their members as victims for fire department training exercises and drills or to otherwise assist in departmental training events. Some help with regional firefighter competitions and musters.

Groups perform a great deal of non-operational community service as well. One group says it provided more than 3000 hours in community service in one year. Projects vary from helping to install an ice skating rink liner at a community park each winter to helping the fire department with its fundraising. Many participate in parades. One performs highway litter collection, while several provide meals for needy families at Thanksgiving and toys for needy children at Christmas. Another group delivers gifts to hospital patients during the holidays. Youth participation in fire department Muscular Dystrophy Association boot and blood drives is common. One group staffs the United Way booth at a local supermarket during that organization's annual fund drive.



The involvement of junior fire department groups with public fire safety education appears to be a natural use of young people helping their communities and other young people. Members of some organizations built their own fire safety education house or fire safety trailer. One group participated in a community education program about residential fire sprinklers, while another group planned, raised funds for and built a fire safety fire truck at a local library. It consists of a two-seater fire truck mock-up with a video monitor mounted in the front, so children can sit in the truck and watch fire safety videos. A couple of groups assist with juvenile firesetter programs in their communities, and one organization built a 911 simulator telephone to teach young children how to report an emergency.

Participation in such events as earthquake preparedness fairs or emergency medical fairs is common. Several groups routinely help with fire department open house tours, while many participate in a variety of fire prevention, public fire and life safety education programs, CPR education and mall safety displays. Some programs install smoke detectors in

low-income homes. One group created its own driver education videotape; another developed and performs a live-action DWI scenario for local high school students.

Ride-alongs, sleep-overs

Many of the junior firefighter organizations include such hands-on experiences as ride-alongs and sleep-overs for their members. In virtually every instance, the youngsters must complete prescribed training and pass written, oral, and practical exams to be eligible for ride-alongs, which normally involve some variation of members riding with adult fire department officers on shift duty. Some groups restrict participation in such activities to members over 16. Most programs require that the participating members wear appropriate protective gear and a seat belt while riding in the vehicle, and some specify that the young member can function only as an observer. Most organizations require parental consent, which is typically obtained before a youngster even joins the group.

Other regulations governing ride-alongs include requirements that they be arranged and scheduled in advance and are always at the discretion of the company officer in charge. No ride-alongs are permitted by many groups during school hours or after 10 p.m., and some programs limit ride-alongs to no more than two per month for any member, although others permit weekly participation.

Ride-alongs are considered sufficiently vital to such programs that one group, which is affiliated with

multiple fire departments, worked with some of the participating departments to revise their policies regarding riders to allow the ride-alongs to occur.

In one group, members are prohibited from sleeping over at the fire station at any time, though many groups permit and encourage the activity. In most cases, sleep-overs are regulated. Young people must have the permission of the junior advisor and the senior chief in order to sleep over in one group, while in some programs, members must sign in on arrival at the fire station. One organization requires that there be at least two adults in the fire hall when any youth member spends the night.

Other restrictions state that the member must have been active in the program for at least six months to participate in sleeping over. Some organizations prohibit sleeping over on school nights. In addition, in most cases, some form of curfew requires that youth members be out of the fire station by a certain hour of the night, often 10 p.m. In fact, in many cases, youngsters are not permitted in the station at any time except for meetings, drills, and other formal activities, with limits of not arriving more than 30 minutes before or remaining more than 30 minutes after.

Emergency response

Among those youth organizations that permit members to respond to emergency incidents, most have a whole range of restrictions and requirements. One of the most common is that youngsters must wear full

protective gear and obey all the instructions of the officer in charge. Members, in most cases, must complete probation and all required training in order to participate in emergency responses or operations.

Response to an emergency is strictly regulated in most groups. The youth members of many organizations must respond in a non-emergency mode: no warning lights, no sirens, no rapid response. Some groups prohibit youth members from riding on fire department apparatus, while others permit youth response only on approved apparatus. One group allows members 16 or older to drive fire department support vehicles if no one else is available to do so. Members of another can respond on first-alarm apparatus if there are not five firefighters available for a full crew. One group states that junior members are not to ride on or follow fire apparatus. In all cases where youth are permitted to ride in department vehicles, they must ride inside the cab, be seated, and wear safety belts. One department prohibits use of two-way or portable radios, sirens, horns, lights or bells by cadets.



Other limitations include permitting response only by those 15 years or older, allowing response only to brush fires, or permitting response to three-alarm calls or as requested. In some instances, the junior organization's own advisor must be present for youth members to respond, and the youngsters answer only to that advisor. Some departments permit junior participants to report to the station, not directly to the scene, and some waive that requirement if the incident is located on the way between the member's home and the fire station.



Some youth members have pagers to alert them to emergency calls, but often with restrictions on their use, for example, no pagers in school or in church. In one case, youth members are not only **permitted**, but are **expected**, to respond to all calls and remain on-duty until dismissed by the officer in charge. Some groups expect their members to respond to all box alarms and special calls requiring additional staffing or their

specific assistance. In some instances, the junior members are asked to respond to their duty stations for their gear and then proceed to the scene with two or three young people per vehicle. Some organizations insist that members dismissed from school for emergency calls report to the station and await orders. Other groups permit members to leave school for alarms only when specifically called, when appropriate transportation is provided, or only if a cadet has passing grades at school.

One group specified that youth members can have fire department license tags on personal vehicles, but not on parents' cars. Many groups require that youth members responding to emergency calls obey all traffic laws and drive at normal speeds, quickly but safely. Some indicate that an excessive number of traffic tickets will be grounds for probation, suspension, or dismissal. Other groups require that youth members observe a five- or 10-minute response delay. In one case, this is waived if the member can ride to the station with an adult firefighter.

Some common restrictions include prohibitions on any emergency response after 9 p.m. on school nights. Another group says not between 10 p.m. and 6 a.m. if school is scheduled for the following day.

In this area, more than any other, there are a great many contradictions among programs. While some groups suggest that youth members ride to emergency incidents together, another prohibits youth members from transporting other youth members or

adult firefighters to the scene. While some programs provide guidelines for youth leaving school for emergency responses, others prohibit the practice outright. Some groups permit but regulate, while others prohibit, responses outside the local fire district. Some encourage participation in emergency medical and motor vehicle accident calls, while other organizations specifically ban junior members from attending such incidents. Many groups detail rules for emergency response in personal vehicles, while others clearly are prohibited from doing so.

Participation at emergency incidents

Not surprisingly, descriptions and guidelines concerning participation by youth members at emergency incidents are as contradictory as those concerning emergency response. In virtually every instance, any group that permits members to attend emergency incidents at all requires that they wear full protective gear at all times on the emergency scene.

Beyond that, restrictions vary. One group states bluntly that junior members are not to enter the cab of any fire department apparatus or touch any engineering controls. One common approach is to specify that no direct participation by youth members will be permitted without specific instructions from the on-scene commander. Some groups prohibit members under age 18 from participating in firefighting operations, except during approved training sessions by certified instructors and at the chief's discretion and approval.

In some groups, junior members must never enter a burning structure; no interior operations whatsoever are permitted. Other programs state that cadets may enter a burning structure only after the fire is declared under control and for educational purposes only, wearing full protective gear and accompanied by a firefighter. One example of a common guideline is that youth members must not operate in hazardous situations, enter burning buildings, climb ladders for rescue or firefighting, enter condemned or burned-out buildings except accompanied by an active senior member, or handle or direct traffic on a public highway, although these are all activities specifically named for youth members to perform in other groups.



Members of many groups are limited to such outside duties as shuttling air bottles and other equipment, traffic control and first aid. They may enter the fire building only after the emergency is declared over and the scene is deemed generally safe by the incident commander. The use of ladders of more than 24 feet (or other specified height) often is prohibited for junior members. In addition, the use of particular types of

hoselines often is regulated, for example, a prohibition on using hoselines of more than 100 psi except booster lines, using hoselines of more than 2 1/2 inches or using hoselines of more than 5 inches in diameter. In one group, members are permitted to lay hoselines, but cannot perform fire attack.

One group specifies that during alarms (or inspections) youth members are not permitted to enter establishments where minors normally are not permitted. Another program makes the general statement that all responsibilities assigned to cadet members must be carried out in a quick, orderly, and quiet manner. Another organization prohibits the sharing of information about the incident with bystanders.

Important Issues and Concerns

At the foundation of any fire department youth program should lie clear acknowledgment of and policies concerning certain fundamental considerations. Safety, ethics, liability, insurance, child labor laws and similar issues must be considered at the outset, and provisions made for their appropriate application. Given that in some youth organizations, junior members perform actual fire attack, especially during the day when there are few senior firefighters available, and sometimes without adult supervision, these issues constitute a genuine and important concern.

Most of the programs reviewed in this publication devoted specific attention to some or all of these matters. This section reviews the issues and their significance and describes how some organizations have addressed them. In addition, a state-by-state review of child labor laws is included.

This information is provided for educational purposes and to serve as examples for thinking and planning. However, it is vital that any organization considering the feasibility of starting a youth program obtain legal counsel which reflects the specific conditions and circumstances present in that particular locale.

Safety

Sound policies must be in place to stipulate what youth members are permitted to do and prohibited from doing in and around the fire station, en route to and from emergencies, and on the emergency scene. These policies must be consistent with fire department regulations and state laws and, in the case of organizations which are Explorer Posts, must be consistent with guidelines from the Boy Scouts of America. These policies should be established through a comprehensive set of by laws before group activities are initiated.

Commonly Established Safety Rules for Junior Fire Service Organizations

Members:

- Must be equipped with personal protective equipment appropriate to the activity being performed.
- Must not substitute for trained firefighters.
- Should be mobilized only as a unit, not used as individual on-call firefighters.
- If riding on fire apparatus or other fire department vehicles, must be seated and wear seat belts.
- Must not drive fire apparatus.

- Must not climb aerial ladders or ground ladders of more than 35 feet.
- Must not enter or perform ventilation on a burning structure.
- Should not use dielectric tools or gloves on energized electrical equipment.
- Should not operate hydraulic-powered rescue tools or equipment.
- Must not operate acetylene cutting torches.
- Must not handle life nets.

Clearly, a review of the program activities and policies contained above illustrates that all of these safety guidelines are not applied in all locales. Careful consideration must be given locally to the constraints which program officials wish to apply to their programs. A desire to provide an exciting experience for young members and a need to involve the youth in assisting the fire department in its activities must be balanced against the safety and health needs of the youngsters involved.

Ethics

Among the key components of a fire department youth program is the value of the program in teaching young people how to interact with adults and with one another as adults. The hands-on experiences of interacting with peers and adult leaders give young people opportunities to learn and practice decision making and problem-solving skills, discuss values and formulate their own value

systems, reflect on and learn about themselves in relation to others, experiment with their identity as emerging adults, participate as a member of a group and cultivate a capacity to enjoy life.*

** (from Fire and Emergency Services Program Helps, jointly published by Boy Scouts of America, U.S. Fire Administration and International Fire Service Training Association, 1993)*

Helping young people to develop their own sense of values and ethics is not an issue to take lightly, particularly given the sometimes unclear nature of modern society's cultural values and ethics. Any organized program in which youth participate is an opportunity for such learning. Young people observe and often model the behavior of adults in such circumstances, placing an obligation on adult group leaders which they must understand and respect.

As important as the physical health and safety issues is another set of safety concerns that might appear less obvious, but which, nonetheless, pose danger. Physical abuse, molestation, inappropriate fraternization, and acquaintance rape can occur in adult-youth interactions, and every effort must be made to establish guidelines to protect young people against those hazards in any adult-youth organization. Systems that offer protection against these potential problems should be built into the organization's documentation and they should be enforced strictly.



Examples of these systems include insisting that at least two adults always be present with the group or any members of it, with personal conferences conducted in a public area or in full view of others. Youth members should be guaranteed appropriate privacy for such activities as showering and changing clothes, with separate accommodations for young men and women. Insist on proper clothing for all activities (for example, do not allow skinny-dipping while on group recreational campouts). Keeping secrets and hazing should be prohibited; only constructive discipline should be applied. Finally, group officials must respond immediately, positively and appropriately, but without panic, to disclosures of abuse of any kind.*

**(from Fire and Emergency Services Program Helps, jointly published by Boy Scouts of America, U.S. Fire Administration and International Fire Service Training Association, 1993)*

Liability

The question of legal liability for young people participating in any activity with a fire department is a serious one.

Firefighting is a noble but dangerous business and voluntarily involving a minor in such an endeavor,

however strict the policies, regulations and their enforcement, could be considered risky. All activities of the group, including social events taking place on fire department property, as well as group training and emergency incident activities, expose the department to potential liabilities.

Some of the organizations' materials reviewed in these pages have addressed the liability question directly, promulgating formal statements about liability issues for junior program members. Most, at least, include comprehensive safety guidelines which presumably are intended to protect the organization's sponsoring fire department, as well as the youth members.

In one set of guidelines, for example, an organization states, "Explorers who receive injuries in the performance of their duty resulting from carelessness, willful neglect, or other causes on the part of any person, firm, or corporation, shall not sign any release from liability without first obtaining permission from the post advisor." Another group has a similar statement.

The documents from yet another organization say, in what appears to be a nod to liability concerns, "An Explorer responding to an emergency does so on his or her own as a citizen."

Virtually every youth group requires signed parental permission and liability waivers. Some also require a physical examination to ensure the prospective member's physical fitness to perform the activities of the

organization. One program even requires that the medical release be notarized. Another group requires a parental financial responsibility form, along with the more common activity permission form. A few groups require parental permission forms only for participation in ride-alongs or certain training. One program requires a state work permit for minors (required for minors in that state whenever they secure paying jobs), which must be signed by the parent.

However, attorneys familiar with the fire service commonly question the real value of parental waivers in protecting fire departments from problems arising from youth programs. What is the parent's reasonable understanding of the hazards posed by the child's participation in the program? How enforceable will the waiver be if a problem arises?

In a presentation to a group of state and municipal training officers at the National Fire Academy in 1988, attorney Vincent Brannigan suggested that providing any training other than classroom sessions to any person under 18 years of age poses a serious risk. "If an underage trainee so much as trips over a fire hose without even being in the burn building," he said, "if he or she breaks an arm, you allowed that individual to be in a dangerous environment." Then, in response to surprise expressed by members of the audience and numerous questions about scout or cadet firefighters, Brannigan explained further:

"It's like statutory rape," he continued. "If they're underage, you're liable because minors can't be held fully accountable for their behavior. So, if you have such a program as Explorer scouts, don't do anything with them except in the classroom. Firefighting activities, rappelling, ride-alongs, even sliding down the fire pole," he said, "expose the fire department, as well as the individuals involved in the activities, to liability."

Dispelling the last hope of many members of the audience, he added, *"A parental permission slip won't have the slightest effect if you're negligent. It's an outgrowth of child labor laws. Parents can't approve their children working in factories, nor can parents consent to statutory rape; there are laws that protect underage people, even from their parents."**

* (from Proceedings: 1988 National Conference, Training Resources and Data Exchange, National Fire Academy)

Insurance

Clearly, given the inherent hazards of the activities undertaken, insurance should be provided to cover potential problems that might arise through the fire department youth program. How this need is handled varies from organization to organization. In some instances, the sponsoring fire department pays the youth group's insurance fees; in others, a portion of the youth members' dues and fees goes toward providing insurance. Members of some youth programs are covered by fire department insurance, even by Workers' Compensation insurance, while participating in programs.

General liability insurance is provided by or through the local Boy Scout Council for Explorer programs. This insurance provides protection for the council, adult advisors, the Explorer posts themselves, chartered organizations, and volunteers with respect to claims arising in the performance of their duties in Exploring. Coverage through this program is for more than \$15 million per occurrence for bodily injury and property damage, which is far beyond most insurance covering the individual through personal homeowner, auto, or other liability insurance. However, there is no insurance for intentional or criminal acts.

In advice that might be applied to other groups as well, the Boy Scouts' Explorer administration recommends that anyone driving an automobile in connection with Exploring activities should carry a minimum of \$50,000/100,000/\$50,000 of automobile liability insurance on his/her vehicle; buses and vans should carry \$100,000/300,000/\$100,000.*

** (from Fire and Emergency Services Program Helps, jointly published by Boy Scouts of America, U.S. Fire Administration and International Fire Service Training Association, 1993)*

Child labor laws

As noted by attorney Vincent Brannigan in the section on liability, the applicability of state child labor laws is of vital concern to anyone connected officially with a fire department youth program. Such laws vary from state to state, and only a legal review by a competent local professional can ensure compliance.

Only two of the programs reviewed in this book specifically reference

child labor laws in their materials. One specifically references limitations imposed by state child labor laws in describing its group's program activities. Another reports that it found it necessary to maneuver within strict state regulations and even to petition the state assembly seeking more lenient child labor laws.

Appendix I, authored by attorney Michael Vennum, gives a state-by-state breakdown of the child labor laws applicable to junior firefighter programs.

Program Reviews

In this section, comprehensive descriptions of a handful of specific local fire department youth organizations are provided. Programs were selected for inclusion here because of the thoroughness of their program materials, as submitted to VFIS in application for the annual awards for youth programs. Programs were selected also because of the characteristics which each organization offered that distinguished them from the scores of other programs reported in the files.

The intent of these examples is to provide ideas regarding different approaches to youth programs affiliated with fire departments. These programs reflect informative and useful elements that might prove beneficial to others. As always, every reader must remain mindful that circumstances vary significantly from one locale to another, meaning that a program, however successful in its original location, cannot necessarily be transplanted in its entirety to another location with an assumption of continued success. Every program must be planned and designed with local needs and situations in mind.

High School Cadet Program Montgomery County, Maryland

The High School Cadet program is unique because it is a cooperative project among the county school department, county fire and rescue commission, individual volunteer fire

and rescue organizations throughout the county, and the Department of Fire and Rescue. Its annual budget of nearly \$20,000 is funded through the county's public school system. A detailed memorandum of understanding clearly specifies the respective responsibilities of each agency in the venture.



According to information from Chief Jon Grover, director of the Department of Fire and Rescue, the program "promotes student retention (in high school) by offering alternative educational opportunities. It provides a basic foundation for post-secondary education in fire science, fire protection engineering, or advanced emergency medical services. The student earns academic credits required for high school graduation, while learning life and career skills. The program prepares the student for community service."

Established in 1974, the program averages between 20 and 30 members, with more than 500 having participated since its inception. Nearly 50 completing the program have become volunteer firefighters, while approximately half as many have

become career firefighters. During the early 1990s, there was a roughly 60 percent conversion rate from the cadet program into the county's volunteer department ranks.

Students apply for the program through school guidance counselors and career information personnel. Both parental permission and a state Work Permit for Minors are required for participation. Members must be at least 16 years of age and successfully complete academic requirements, as well as the National Fire Protection Association's entrance physical exam (provided by the county at no cost to the youngster).

Students who successfully complete *Essentials of Firefighting and Emergency Medical Technician-Ambulance (EMT-A)* courses are awarded Firefighter II certification from the Maryland State Firefighters Professional Qualification Board, and Maryland Institute of Emergency Medical Services System certification. They also can earn credit toward high school science and physical education requirements. The training program includes both written and skills testing; participants must score at least 70 percent in all testing throughout the two-year course of study.



Program activities take place each school day afternoon at the county's Public Services Training Academy and/or at each participant's assigned internship station. Students participate in the daily routine and activities of a local fire department or rescue squad.

Participants are covered by Workers' Compensation insurance while involved in the program. A detailed, strict set of rules and regulations covers behavior, recordkeeping, tardiness, uniforms and property, academic requirements, disciplinary procedures, and other elements of the program.

Sparky's Pals West Elmira, New York

Sparky's Pals involves younger children than most and is oriented entirely toward developing and delivering public fire and life safety education programs to other area schoolchildren. According to program spokesperson Brenda Ballard, the program, with its theme of "children teaching

children," was established in 1990 and normally has roughly 30 fifth- and sixth-grade members. It is budgeted through the fire department.

Activities include performing skits and puppet shows featuring "Sesame Street" characters every month to preschool and kindergarten children. The group spends more than 250 hours and reaches an estimated 300 children each month with fire safety education activities. The program's goal is to have a Sparky's Pals program in place at each area school by the end of the 1990s. In the first three years of the program, West Elmira saw a 100 percent reduction in juvenile firesetter incidents in the age group (ages 3 to 6) targeted by the education programs. The members also benefit from the fire safety education they must learn to deliver the skits and shows. Members must practice for the shows at least three hours each month.

Members march in local parades and participate in other special local events, including Strong Kids/Safe Kids, Young Children's Day at an area mall, and helping the fire department with its fundraisers (for example, a pancake breakfast and spaghetti supper).

As an interesting note which serves principally to underscore the importance of careful preparation before beginning a youth program and as a reminder of the many considerations that can affect such an endeavor, it came to the attention of the authors of this report that the principals of the Sparky's Pals program have incurred a legal protest from the

National Fire Protection Association for using the name "Sparky," which NFPA has trademarked as the name of its fire prevention dog mascot. As we went to press, this issue had not been resolved.



Emergency Service Squad, Explorer Post #85 Westborough, Massachusetts

Explorer Post 85's program functions heavily in a support capacity to actual emergency operations, more so than any other program reporting to the VFIS office. Established in 1969, the group normally has between 20 and its maximum limit of 30 members; more than 20 have become firefighters since leaving the program. This group was named Best Fire Explorer Post in the United States by the International Association of Fire Chiefs in 1987. Its advisors have won awards from the area Boy Scout Council, and the post has won first place at area fire musters.

Activities include providing general support for fire departments, operating a can/bottle recycling center, conducting cardiopulmonary resuscitation (CPR) training, and similar functions. Senior members can serve as advisory board members. This provides development and refinement of

leadership and administrative skills to prepare the person to ultimately become an adult advisor, if he or she desires.

Members respond to box alarms and special calls requiring additional staffing or their specific assistance, and provide mutual aid to surrounding communities. They have pagers supported by a "telephone tree" notification system to alert them to emergencies. Participants respond to emergency calls in full protective clothing with portable generators, lighting units, air supplies for self-contained breathing apparatus, and full medical equipment and capabilities, providing a variety of ancillary services. They also become involved in hazardous materials work, including clean-up, disposal, protection, and recordkeeping on incidents. Documentation on the program stresses that members do have adequate training and protective equipment for these activities. The post has its own cascade air supply system which it staffs. Some members are certified divers and perform water rescue; participants even perform high-angle rescue.



In addition, these Explorers assist homeowners during floods, storms, wind damage salvage, and any time they are requested. They provide lights for police roadblocks, generators to keep artificial lungs operating, pumps for pressure or just for basic supply when wells run dry, and help for the community in many other ways.

Each member is trained in CPR each year, and for first responder and medical assistance, every three years. Members are proficient in vehicle extrication, and the group has its own extrication equipment. They operate and occasionally train with area fire departments in fire prevention and suppression.



The group has obtained large amounts of emergency equipment and maintains it in a response van and on trailers to be hauled by its own utility vehicle. The response van is equipped with first aid supplies, extrication and rescue equipment and carries more than 700 watts of electrical power, a 75-gpm fire pump,

200 gallons of water, foam, salvage covers, lights, cord reels, turnout gear, four two-way radios, nozzles, adapters and mass-casualty equipment. The post has a 7,500-watt generator, with more than 1,000 feet of electrical cord and an assortment of lighting equipment. The Jeep-type utility vehicle, with first aid supplies and trailer towing equipment, is used primarily to tow a nine-bottle cascade air system with its 5,000-psi air booster and a capacity of 150 to 175 air bottles.

A brush trailer has 900 feet of hose-line and gallons of water softeners; it is towed by the utility vehicle and is small enough to be taken deep into the forest for large-scale brush fire operations. The post also owns two boats: an inflatable version with a 25-hp outboard motor, and a fiberglass dory built by post members.

A steel building, erected by post members, serves as headquarters and has provisions for a library, meeting room, office, showers, and an upstairs training area.

In addition to American Red Cross CPR and advanced first aid and emergency care training, which far exceeds the requirement of the state's first responder law, members participate in a series of 50 different training sessions, referred to as "minis." Each focuses on a specific piece of equipment and its operation and sessions are conducted biweekly. In addition to instructors who are certified EMTs and fire training instructors, senior active members teach some classes as part of their leadership advancement. The group trains

with area fire departments in combined evolutions. Members hone and maintain their physical and mental fitness regularly through camping experiences where they work on their high-angle, water rescue, and other skills.

Of the Explorer Post, Chief Andrew LaFlamme of the Shrewsbury Fire Department says, "Their activities are performed with professionalism, pride and dedication."

Despite the extent of the program, it receives no government funds. Members pay dues of \$2 per month; other funding sources include private donations, internal fundraising (cook-outs, sales, raffles, etc.) and donations from civic groups. In addition, the group operates a "rent-a-kid" program that helps citizens with all kinds of tasks, delivers telephone directories, runs a recycling center, provides first aid stations for local road races and similar events, and many other activities. The group also assisted the National Fire Protection Association in the production of three fire training and education films which were filmed using vacant structures scheduled for demolition. The post provided electricity and lighting, crowd control, first aid support, air supply, smoke ejectors for clearing smoke from the structures for filming, and were even asked to demonstrate the use of some equipment for the films.

Angle Lake Fire Explorer Post #24, Seattle, Washington

Angle Lake's program functions similarly to the Massachusetts-based

program described above, but provides a second example of an operationally active program that is perhaps less dramatic (and perhaps thus less intimidating to those considering initiating a program) in the breadth of its activities. It, too, has won numerous Explorer awards.



The program was established in 1981. It normally has approximately 20 members; a dozen or so have gone on to become firefighters in departments throughout Washington, Idaho, and Alaska. Members pay nominal dues, and other funds are obtained through donations from community organizations, and by operating a Halloween haunted



house, car washes, and pancake breakfasts. Activities include weekly meetings and training sessions, participation at drill fires, fire prevention

displays at malls and other community locations, public education in CPR and fire extinguishers, first-aid standbys at athletic and similar events, and an assortment of social activities. Using a donated van, the group provides a canteen, support, and lighting service at incidents throughout southern King County and Seattle. It also provides salvage and overhaul in support of the fire department at emergency incidents.

This Explorer post is structured with two divisions of officers: organizational (president, vice president, secretary, treasurer, sergeant-at-arms) and tactical (one captain and a lieutenant for every five Explorers).

Bushnell's Basin Fire Explorer Post #291, Pittsford, New York

Explorer Post #291 is principally a non-emergency support organization, helping with various fire department functions, but with little or no involvement in emergency scene operations. Established in 1987, the post has approximately a dozen active members. An average of four each year go on to become adult firefighters; the fire department pays a standard donation of \$25 to the post for each Explorer who joins the fire department. Funding comes from a combination of member dues, funding requests from the Bushnell's Basin Fire Association, and fundraisers, including raffles, car washes, parking cars for community events, selling Christmas ornaments, and others.

Activities include participation in the local Operation EDITH (Exit Drills

In The Home) fire safety program; community awareness of fire prevention through operation of a mall booth; installing and removing hydrant stakes (for snow) throughout the fire district; washing and waxing fire apparatus (the post refurbished and is fully responsible for inventory and maintenance of a pumper); and assisting with annual hose pressure testing. The group also marches as a unit in all parades attended by the fire department and represents the fire department at regional and national musters.

Community activities include collecting, sorting and packing food for the needy; assisting the local United Way by staffing a booth at a local supermarket, distributing balloons and literature; creating a videotape for educating student drivers; and assisting the Monroe County Volunteer Firefighters Association with a public fire prevention seminar.

Members attend the 39-hour New York State Firefighting Essentials course each year and complete American Red Cross first aid and CPR training annually as well.



Key Program Elements

This section presents a review of those elements which comprise a well-planned fire department youth program. It was compiled by borrowing outstanding elements from the many different programs which were examined as part of the research for this book. Because it became clear through the research that certain elements were, or should be, common facets of any youth program, it seemed that a review of sample elements might be helpful to readers.

As stated in previous sections, these materials are provided for informational purposes and to serve as examples for those considering junior firefighter programs in their organizations. Each community must determine its own needs and interests and plan a customized program to meet those needs and interests.

Thanks to the organizations whose information we have included here. In each case, we have ensured that the name of the group whose materials are shown is identified so that credit can be given where it is due.

Getting started

As with any new undertaking, the best, most concise advice to someone contemplating the start-up of a fire department youth program is common sense; start simply and grow slowly. The first step should be to contact the fire chief to determine whether the idea will be accepted by the department. It is likely that the chief will approve the idea and assign

a liaison who will work with the person who originated the idea.

A cadre of adult volunteer leaders will be needed, including an advisor, one or more associate advisors, and a committee of several more adults. The committee should develop program ideas that will interest and enrich youth members and that the local fire department can support. Planning should be done several months in advance and include a range of activities and interest-producing events; special events should be included as annual or periodic milestones.

The fire department usually provides the location for regular meetings and activities and helps to recruit members. The group will elect its own officers once it is established, and meetings should be run by the youth leaders, not the adults. Active participation and interest are the keys to success.

Recruiting new members for the organization will be an important effort. To the extent possible, take advantage of linkages with the local school system, churches, existing youth organizations, and neighborhood groups, and use the local media (newspapers, radio, and cable and broadcast television) to get information out about your group. Plan to distribute information more than once, perhaps every three weeks for three or four months, to reach the maximum possible number of potential members. One organization sends

the letter shown in the accompanying box to prospective members.

Dear Prospective Youth Member:

Volunteer organizations are a vital part of any community. They work to improve the quality of life, providing needed money and human resources outside of government services funded by tax dollars. The primary aim of these organizations is helping people.

The volunteer spirit, people working together for their mutual benefit, is a distinctly American notion. From the early days of this country, people have joined together to improve their communities. This concept of volunteerism has become one of the cornerstones of our society.

The tradition of colonial and pioneer America is still in evidence today in the volunteer fire department. All across our country, this vital service is provided by citizens voluntarily in more than 30,000 communities.

In fact, of the more than 1.2 million operational fire service personnel in the United States, more than one million are volunteers! And many people in today's fire and emergency services began their service in youth programs just like ours.

Other young men and women are donating their time, talents and energies in this most noble of community organizations, the volunteer fire and rescue service. We encourage your active consideration of such service for your own education, growth and maturity, as such opportunities are indeed rare. Learning opportunities for self-development, personal satisfaction in a job well done, and community service are found in the Junior Fire company of the Vigilant Hose Company.

Membership is open to young persons ages 14 through 17 of good moral character who reside within our primary response area in Northern Frederick county (and within a two-mile radius of the fire station in Adams county). If you think you have what it takes and want to be part of a very special team, please complete the attached application and either drop it off at the fire station at 25 West Main Street or mail it to the address above.

Sincerely,

The Officers and Members of the Vigilant Hose Company

Mission, purposes and goals

To ensure success in any endeavor, one must know where one is headed. A fire department youth organization should have clearly defined intentions, stated in the form of a mission statement, goals, and purposes or objectives.

Explorer Post #905, affiliated with the Seminole (Florida) Fire Department, has the following mission statement as a vital part of its bylaws:

The mission of Fire Explorer Post #905 shall be to promote, through community service and education, fire and emergency medical service, fire safety and fire prevention; and to allow its members to develop fully individually through fire and emergency medical services training, and put that training into service for the betterment of the community and the fire service as a whole. The membership shall represent the chartering organization, fire and emergency medical services, Exploring and Post #905 with dignity, honor and loyalty.

In similar fashion, the Ellicott Volunteer Fire Department Junior Auxiliary in Calhan, Colorado, has set the following objectives:

The objectives of this organization shall be to bring interested young men and women together in actual benefit for property, leadership, moral character, self-discipline, education, and the betterment of the community

through community-minded service.

Program activities

Organizers should try to make meetings exciting even if, at first, only a few potential members show up by including activities, not just talk. Activities for junior organizations can vary widely according to whether the group will be involved in operational emergency incident service, and, if so, in what capacity, or if they will provide support principally outside the emergency scene, or even be involved primarily in public fire and life safety education. For the purposes of this document, we will consider a comprehensive, but middle-of-the-road, approach: a group that does not perform firefighting services, but does assist on the emergency scene and also provides public education services. The outline for this list comes primarily from the Pleasant Valley Volunteer Fire Department Junior Firefighter Explorer Post #14, which offers a broad-reaching program. A few details were included from other organizations to provide additional examples within certain categories.

What do Explorers do?

Assisting the sponsoring fire department: many groups assist their sponsoring departments in a wide variety of ways, including washing and hanging hose and otherwise cleaning and organizing equipment after emergency calls; serving as "victims" for training sessions and drills; assisting with rehabilitation, retrieving equipment, resupplying SCBA, water

supply, lighting, overhaul and salvage, and other support at emergency incidents; providing community assistance during such other emergencies as floods, power outages, hurricanes and severe winter storms; some help with yard and building maintenance around the fire station, while others paint fire hydrants or clear snow from them during winter.

- **Training:** Members have participated in "Scene Team" (emergency airlift helicopter landing zone) training, vehicle extrication training, first responder training, basic firefighting training, high-angle rope rescue training, confined space rescue training, emergency medical technician training and weekly local fire department training. Members' training totaled more than 500 hours in a recent year. Many groups receive training in all aspects of safety, communication, fire science, equipment and apparatus and operations, as well as first aid, CPR and EMT training, and special rescue training.

- **Fire prevention:** Members participated with volunteer fire departments in the community at the local school during Fire Prevention Week. They assisted with demonstrations, helped with showing equipment, handed out fliers and performed other tasks. Many groups provide fire and life safety education support, including operating fire safety demonstration trailers and other props and installing smoke detectors in low-income or elderly housing.

- **Fundraisers:** The post sponsored several car washes, bake sales, hamburger and hot dog sales, babysitting

service and other events. Other groups have sold fire extinguishers, collected aluminum cans to benefit burned children and others, and sold food and beverages at fairs and sporting events; one group held a fundraising event at a local comedy club.



- **Community service:** The post sponsored 12 families, most with children, by providing food, toys, clothing and other items for the holidays. Members placed boxes at local grocery and other stores seeking collection of food and other items, posted signs for monetary contributions and solicited donations of some items. Several groups have assisted local fire, rescue and emergency medical service organizations in drinking-and-driving prevention programs for area high school students. Members of some groups have assisted with day camps for handicapped children, visited nursing homes, participated in community clean-up days, provided refreshment stations for local road races and similar events, presented Halloween parties and haunted houses for area children, and participated in various fire department fund drives, for example, the Muscular Dystrophy boot drives.

• **Awards and recognition:** The post held a recognition dinner for all fire departments in its mutual aid area, as well as emergency medical and rescue squads. Members and their parents provided all supplies and then presented a variety show. Each represented agency was thanked for its teamwork and cooperation and was presented with a certificate acknowledging its contribution to the community and the program. In return, the post was awarded a service plaque. Members and advisors have initiated an annual award to a member who exemplifies the mission of the post.

• **Public relations:** The post sent holiday greeting cards to each family that is affiliated with the sponsoring fire department and other key figures in the county. Members prepare and distribute a quarterly newsletter to each member of the sponsoring fire department, all advisors, all post members, and other area fire and rescue organizations. The post developed a membership package that is given to all applicants, containing an application for membership, newspaper clippings, rules and regulations, bylaws and the history of the post.

• **Resource listing:** The post laid the foundation for a countywide resource listing which identifies specific individuals who can offer particular types of training, certifications or skills and provides information for contacting them in an emergency.

The key to a successful program, – a program that attracts the genuine interest of members and prospective members – is careful advance

planning to ensure a beneficial learning experience, an appropriate level of fun, and adequate safety precautions.*

**(from Fire and Emergency Services Program Helps, jointly published by Boy Scouts of America, U.S. Fire Administration and International Fire Service Training Association, 1993)*

Organizational Structure and Administration

A constitution and bylaws normally create a structure within which an organization will function. Because these documents form the foundation upon which everything else about the organization is constructed, they are extremely important to the success of the organization.

These formative documents will define as many details as possible about the group, including the official name, membership expectations and requirements, schedule for meetings and training sessions, assignment of duties and responsibilities, structure of officers and committees, disciplinary regulations and procedures, and other elements.

One important element, which warrants careful planning and should be spelled out clearly in the documents supporting the youth group, concerns the adult advisors who will support the youthful members. The majority of the youth fire department groups are organized and run by the youth themselves, but the adult advisors provide vital assistance. Several of the groups we researched call for a minimum of two adult advisors or one advisor for every 10 junior members or portion thereof over 10. Even for a smaller group, given the need to

protect both youth and advisors from the potential for abuse problems, it is probably best to ensure involvement of two advisors at all times.

Most groups require that adult advisors be active members of the sponsoring fire company, some adding that they should have at least two years active fire/rescue, emergency medical or auxiliary service; some state that they attempt to include female advisors. In most cases, advisors and assistant advisors must be over 21 years of age. Most groups require, and state in the bylaws or regulations, that advisors must attend all cadet functions. Some groups specify that each advisor will be responsible for an element of cadet activity: training, treasury, secretarial, maintenance and special activities. One group specifies that senior youth members can serve as advisory board members, enabling them to develop and refine leadership and administrative skills to prepare them to become adult advisors if they desire.

The structure of elected and appointed officials is defined clearly in the constitution, as well as the scheduling and conduct of elections, terms of office, and responsibilities of officers. As stated earlier, different organizations take different approaches to the officer ranks, with some applying civil titles (president, vice president, secretary, treasurer) while others apply fire department ranking (chief, assistant chiefs, captains, lieutenants) or a combination of the two types. In addition to these standards, we find some interesting twists: librarians, historians, safety officers,

training officers, public information officers, and post photographers. Some groups call for officers to serve three-month probations in their offices. One group's constitution states that it will create one captain and one lieutenant for every five Explorers; in some organizations, tactical positions are opened on an "as-needed" basis.

In most instances, all officers are elected directly by the youth membership, though in one case they are selected by the senior fire department leadership and the junior fire department advisor from names submitted by the youth members. In one case, the civil officers are elected by the group and, in turn, elect a chief and assistant chief; the two chiefs then appoint a captain and a lieutenant.

The outline of a sample constitution shown on the following pages is a representative sample. It illustrates the general framework of such a document, without providing excess detail. Those seeking to organize a local youth group will want to assess local needs carefully and develop a customized constitution and other supporting documentation accordingly.

Outline of Contents, Constitution & Bylaws
Explorer Post #264, Anchorage Fire Department:

Article I.	Organization
Section 1.	Name
Section 2.	constituency
Section 3.	Headquarters
Section 4.	Government
Section 5.	Fiscal year
Article II.	Membership
Section 1.	Active
Section 2.	Honorary
Section 3.	Maintenance in good standing
Section 4.	Grades
Article III.	Officers and elections
Section 1.	Number and titles
Section 2.	Eligibility to office
Section 3.	Method of nomination and election
Section 4.	Installation and terms of office
Section 5.	Vacancies
Article IV.	Authority and duties of post officers
Section 1.	Explorer president
Section 2.	Explorer vice president
Section 3.	Explorer secretary-treasurer
Section 4.	Executive board
Article V.	Revenue and funds
Section 1.	Sources of revenue
Section 2.	Membership fees
Section 3.	Remittance of revenues

Article VI.

Section 1.

Section 2.

Article VII.

Section 1.

Section 2.

Section 3.

Article VIII.

Section 1.

Section 2.

Section 3.

Section 4.

Article IX.

Section 1.

Section 2.

Article X.

Section 1.

Section 2.

Section 3.

Section 4.

Article XI.

Section 1.

Section 2.

Section 3.

Article XII.**Article XIII.**

Section 1.

Section 2.

Section 3.

Section 4.

Section 5.

Misconduct and penalties

Misconduct

Misconduct procedures

Charges

Who may prefer charges

Form of charges

Notice of charges

Trials

Trials

Rules of conduct of the trial

Decisions of the Trial Board

Further proceedings

Amendments

Who may submit amendments

Adoption of amendments

Promotional positions and rank structure

Promotional positions and advancement

Testing

Promotional Board

Chain of command

Uniforms

Responsibility

Description of uniform

Wear of the uniform

Ride-along requirements**Ride regulations**

Time limits

Scheduling

Suspension

Waivers

Recordkeeping

Article XIV.

Section 1.

Section 2.

Section 3.

Section 4.

Article XV.

Article XVI.

Article XVII.

Article XVIII.

Section 1.

Section 2.

Riding

Station duties

Overnight shifts

Responses

Post functions

Safety

Recordkeeping

Drug use policy

Discriminatory harassment

Policy

References

Training

Training provided for youth members, naturally, parallels the activities that the group will undertake. Those who become involved in emergency support activities receive a broad range of training in emergency services, while those who perform public education functions receive training that focuses more distinctly in that area.



In those groups that do become involved in emergency field activities, training generally covers every aspect of the fire service, ranging from what the fire service is and how fire departments operate, to the technical details of fire prevention, suppression, emergency medical, and such specialty areas as hazardous materials and technical rescue. Training tends to be extensive, sometimes as much as 10 hours per month. The most common schedule calls for biweekly training sessions during the school year (September through

June), each one to two hours long, and a series of weekly summertime training sessions (June to September).

Most groups call for an initial probationary period, often designated as one year, during which the new member must complete a specified level or a designated number of hours of training. Members usually must have completed an initial probationary period, and all specified training, and must have passed written and oral examinations in specified areas in order to be permitted to participate in ride-along programs or respond to fire calls. Attendance is normally mandatory at training sessions, with almost every group calling for disciplinary action against members who miss more than a few sessions.



Some youth organizations' members are permitted or even required to attend training drills with the sponsoring fire department. Some exceptions to this include exemptions during school hours or while school is in session; one group prohibits youth participation in training or drills during periods of school midterm and final exams. Certain kinds of training are also prohibited for most youth members, including involvement with

large training fires, hazardous materials, large hoselines and high ladders. One youth organization states that it will grant credit for training to those members who are also on volunteer status with area volunteer fire departments.

The quality of training is held in high regard by the youth organizations. Most of the surveyed groups specify in their bylaws or regulations that all training for the youth be conducted by state-certified fire instructors, and that all youth training is aligned with NFPA Firefighter I, or is based on standardized manuals from the International Fire Service Training Association.

The range of training offered to junior fire department members extends from communication to hazardous materials and emergency medical training. One group's training is outlined at three levels:

1. orientation, safety, apparatus introduction, fire science, communications;
2. tools and equipment, hoselines and appliances, hoselays, ladders, ropes and knots, first aid and rescue, water supply; and
3. a practical exam on all training.

Additional training is often provided by, or held at, regional and state fire schools. Some groups offer such specialized training as preparation to assist the region's medical center flight service, search and rescue, high-angle rope rescue, river rescue, mass casualty rescue, trench rescue, heavy rescue and air crash rescue,

and dive and ice rescue, to name a few.

The training outline shown below illustrates a typical and moderately comprehensive approach to training for a fire department youth organization. Those who establish a junior firefighter program must direct serious attention to developing a sound training program that is supported thoroughly by carefully written, measurable objectives and is evaluated and assessed by fair and realistic testing.

Training outline, Adapted from Explorer Post #14, Pleasant Valley Volunteer Fire Department, Fort Mill, South Carolina

Class I: Introductory level, primarily concerned with acquainting the new Explorer with fire service operations. The training, testing and issuance of the Class I identification card is done at the station level by the Post Advisor.

1. Orientation and administration

- Explorer bylaws, rules and regulations
- Basic duties of a junior firefighter
- The need for fire prevention
- Departmental organizational structure

2. Safety

- General safety precautions
- The role of the safety officer
- The need for obedience
- The importance of training
- Defining responsibility

3. Apparatus orientation

4. Fire science

- The fundamentals of combustion
- Methods of heat transfer
- Causes of fire
- Uses of fire extinguishers

5. Communications

- Basic radio codes
- Basic fire department terminology

Class II: Relates primarily to the basic manipulative methods and techniques used by firefighters when performing emergency work. It also deals with basic fire department terminology. The training and testing will be performed by the company officer at the station level under the supervision of the training officer assigned to the Explorer program.

1. Tools and equipment

- Basic fire department equipment
- Inspection of fire department equipment

2. Hoselines and appliances

- Types of hoses, nozzles and fittings
- Connecting nozzles and hard suction
- Operating nozzles and appliances
- Rolling and unrolling hose
- Pulling a hose load
- Types of hose and how to load

3. Breathing apparatus

- Types of breathing apparatus

- Inspecting and caring for breathing apparatus

- Using safety lines

4. Water systems

- Operating hydrants
- Conducting flow tests
- Drafting ponds and drop tanks

5. First aid

- Basic life support
- Standard first aid

6. Fire prevention

- Inspection
- Public education

7. Natural disasters and severe weather

- Tornados
- Hurricanes
- Floods and flash flooding
- Lightning
- Snow and ice

Optional: First responder and auto extrication training

Class III: This deals with advanced manipulative skills, techniques, and terminology a trained Explorer would need to know to be a member of an in-service engine company. The training is given at the local level and is supplemented with whatever special drills and classes the Explorer can attend. The testing for Class III is done by the training officer assigned to the Explorer program. It consists of a two-hour written examination.

Upon successfully completing the exam with a score of 70 percent or better, a Class III identification card and certificate are issued by the training officer, providing all other requirements have been met.

1. Handling charged lines and appliances

- Operating nozzles
- Operating master streams
- Types of fire streams
- Pump operations

2. Fire department records and forms

- Training records
- Maintenance records
- Hose, hydrant and water point records
- Self-contained breathing apparatus records
- Inspection and forms

3. Extinguishing techniques

- Methods of attacking structure fires
- Wildland fires
- Vehicle fires
- Foam

Safety

Safety is the key factor in all activities. Any fire department connected activity has the potential for danger, and involving young people in such activities requires extreme caution. In recognition of this reality, safety is a key part of virtually every program; a few groups even have separate youth safety officers.

Most groups' documentation states clearly that all safety equipment must meet fire department standards; several specifically reference compliance with NFPA Standard 1500. Virtually every group's regulations require that all safety equipment be kept clean and maintained properly by the youth members and be used and worn properly.



The Fire Explorer Safety Policy, shown below has been adopted verbatim by many youth organizations. It was developed initially by the Orange County (California) Fire, Forestry and Rescue Department and was endorsed subsequently by the International Association of Fire Chiefs and adopted as an official Explorer safety policy in 1976.

- Explorers must be supervised closely when involved in emergency work.
- Explorers must be equipped with safety gear that meets department standards and is appropriate to the job to be done.

- Explorers must not be used to make up personnel shortages.
- Explorers may be mobilized by the department when needed for emergencies. An Explorer who goes to an incident scene on his/her own does so as a citizen.
- Only qualified, trained (Class III) Explorers are allowed to respond to alarms in fire department vehicles. They must be seated and wear safety belts. NO riding on tailboards.
- Trained, qualified and supervised Explorers can be assigned to fire and rescue companies.
- Explorers may not drive fire apparatus.
- Explorers must conform to the rules and regulations of the sponsoring department.
- Explorers may train in above ground operations, provided there are two qualified instructors who are constantly in attendance, one on the ground and one above ground; Explorers may not use high ladders.
- Explorers may not work with hose lines more than 2 1/2 inches in diameter.
- Explorers may not go near large training fires in buildings or oil pits, metal fires, and dangerous chemicals.
- Any registered Explorer may ride with fire prevention officers and battalion chiefs with their approval. If emergency response must be made while the Explorer is riding along, he/she may respond with the officer.
- Trained Explorers may be assigned to engine, truck, and rescue companies with the approval of the company officer and may respond on emergency calls.
- On fire alarms, the trained Explorer may make hydrant connections, accompany members in extinguishment operations as back up personnel, do salvage work, overhaul, ventilate buildings and perform other related work under supervision; at no time is an Explorer permitted to advance into a burning building.
- Explorers are not to be involved in the actual control of wildland fires, but may take hose to the water connection on hose lays where there is no hazard involved; they may be involved in constructing a line around a fire that has been extinguished; and they may be in fire camp to assist where needed.
- Qualified Explorers may assist emergency medical and rescue crews; however, an Explorer must not be exposed to any hazard, such as violent patients, traffic hazards, or explosions.

From Explorer Fire Service Safety Policy Fire Exploring Program Guide



Another critical safety issue in this stressful age is the matter of keeping youth safe from unscrupulous or unbalanced adults who prey on young people. Many groups acknowledge the need to protect both youth and adult advisors from any possibility for abuse or accusations of abuse. Several include statements concerning this issue in the constitution or other group documents. The policy shown in the accompanying box is a sample that reflects the needs of both children and adults in maintaining a safe and worry-free environment for junior firefighter organizations.

Sample Youth Protection Policy

Fern Creek Fire Department
Explorer Post #710, Louisville,
Kentucky

No form of child abuse will be tolerated in the program and all steps will be taken to remove any offenders from involvement with the program. This policy is intended to protect youth members from abuse and to protect adult leaders from becoming suspects. This policy will be followed to the letter.

- Whenever possible, two-deep leadership will be provided for all activities involving members of the youth program.
- There will be no secret organizations within the post. All aspects of the Exploring program are open to observation by parents and leaders.
- All discipline will be of a constructive nature. No corporal punishment will be administered or tolerated.
- Initiation rituals are strictly prohibited. Physical hazing and initiations cannot be included as part of any Exploring activity.
- Anyone suspecting any form of abuse within the Exploring program is required to inform the local Exploring executive.

Rules, regulations, and discipline

The success of any organization depends on guidelines; without rules, regulations, and a code of discipline, anarchy rules. Young people need clear and consistent rules in all situations. In a potentially hazardous environment in which young people are seeking to learn about the adult world that awaits them, these guidelines are especially important. At a minimum, even the most informal junior firefighter organizations state clearly in their guidelines that all youth members must obey all orders of the sponsoring fire department or of firefighters and fire officers. Some groups simply reference rules and regulations of the senior fire

department; others have established their own individual sets of guidelines.

In almost every organization, failure to abide by specified rules and regulations results in the loss of privileges, most notably, and probably most meaningfully, the prohibition of offenders from participating in ride-along and emergency response activities. Most commonly, youth members can be suspended for neglect of duty, for "conduct unbecoming," or for violations of the group's rules and regulations.

In addition to requirements that youth members obey all orders of the senior fire department command structure and demonstrate behavior appropriate to a paramilitary organization, other universal rules include prohibitions on the use of alcohol or other drugs when in uniform or on fire department premises, and entering the firehouse under the influence of same. Smoking by youth members on fire department property is generally forbidden as well.

For those groups permitted to participate in emergency responses, specific rules universally require that, when responding to fire calls, young members obey all traffic laws and use the most direct route. In most cases, the members are to report to the fire station, not directly to the emergency scene. One group states that members can go straight to calls only if the call is between the member's home and the fire station. Once on the fire scene, virtually every group's rules forbid junior members to enter

a burning structure, although one junior group actually performs as the small community's fire protection force when no other volunteers are available. Another common rule requires members to keep their own safety equipment cleaned and maintained regularly.

Another common category of rules and regulations pertains to young members' academic responsibilities. Many groups prohibit junior members from being present in the firehouse during school hours or after 9 p.m. on school nights. Several specify that members' school grades must remain at or above average. One states that members can request tutoring through the program in order to help them achieve and maintain adequate progress.

Several groups specify that young members are not permitted in the radio room or to use fire department radios or telephones. Others simply specify that junior members learn and use proper telephone and radio etiquette and terminology.

A few groups state clearly that no discrimination based on race, gender, national origin, religious creed, age, or physical handicap will not be tolerated.

The sample rules and regulations that follow provide an overview of the scope of such documents.

Sample rules and regulations

Reservoir Fire Department Junior Division, Explorer Post #721, Brandon, Mississippi

I. Explorer's duties

- Explorers shall be under the immediate supervision of their company commander.
- Explorers shall extinguish fires and take proper precautions to prevent rekindle thereof, if directed to do so.
- Explorers shall respond with the units to all alarms and emergency calls and perform all duties required.
- Explorers shall keep the station and premises clean, neat, and in good order.
- Explorers shall keep apparatus, equipment, tools, and their uniforms in a clean and serviceable condition.
- Explorers shall perform related work as their superior officers might direct.
- Explorers shall familiarize themselves with, and be obedient to, the laws, rules and regulations, manual of operation, and orders affecting the operation of the fire department.
- Explorers shall attend all fires, rescues or other emergencies to which they might be assigned, detailed or summoned, and exert their greatest energy and best ability to perform their full duty under all circumstances.
- Explorers shall keep themselves in readiness to perform their duties and not absent themselves from duty or place of assignment without specific permission from the superior officer.
- Explorers shall report to their immediate superior officer the loss or recovery of any departmental badge, identification card, book or equipment.
- Explorers shall exercise precautionary measures to avoid injury to themselves and others while in performance of their duties.
- Explorers shall exercise due caution to avoid unnecessary damage to, or loss of, department property and report to their superior officer such loss or damage as soon as possible.
- Explorers shall be responsible for the safekeeping and proper care of all department property in their charge.
- Explorers shall accord obedience, respect and courtesy to all superior officers and those performing the duties of a higher rank.
- Explorers shall be courteous and respectful in their dealings with the public.
- Explorers shall notify their immediate superior officer, through the post secretary, of any inability to perform duty at the time required.
- Explorers shall immediately report to their immediate superior officer any accident, illness, or injury occurring to themselves while on duty, no matter how trivial.
- Explorers shall keep their persons, uniforms, beds and lockers in a neat and clean

condition. Persistence in uncleanliness or offensive habits will be just cause for disciplinary action.

- Explorers shall notify their immediate superior officer of all matters coming to their attention affecting the interests and welfare of the department.
- Explorers shall participate in drills and other department training activities as directed and shall perform related work as directed.
- Explorers shall drive in a safe manner when responding to an alarm in a private vehicle.

II. General conduct

- In matters of general conduct, members shall be governed by the ordinary and reasonable rules of behavior observed by law-abiding and self-respecting citizens and shall commit no act either on- or off-duty to bring reproach or discredit upon the department or its members.
- Members shall refrain from conducting themselves in a manner or be a party to any act which would tend to impair the good order and discipline of the department.
- In matters affecting the policy and practices of the department, members shall not give utterance by public speech or publication or take any similar action either directly or indirectly without first obtaining approval of the chief of the department.

- No information relative to the business affairs or policies of the department shall be furnished to any person or persons not connected therewith, except as authorized by the fire chief or his/her representative.
- Members shall not, while on- or off-duty, use the badge, uniform, or prestige of the fire department for personal advantage or gain.
- Members shall not lend their names, as members of the department, to any commercial or business enterprise, nor shall they approve the use of the name or prestige of the department for any such purpose.
- Members shall not receive or accept a reward, fee, or gift from any person for service incident to the performance of duty.
- Members shall not report for or be on duty while under the influence of any intoxicating liquor, drug or compound, nor absent themselves from duty or render themselves unfit to fully perform their duties for reasons attributable to or produced by indulgence in intoxicants or drugs.
- Members shall not have in their possession or partake of any intoxicating liquor, drug, or compound while on duty or in uniform.
- Members shall not bring or cause to be brought into quarters any intoxicating liquor, drug, or compound.

- Members shall not be party to any malicious gossip, report or activity which would tend to disrupt departmental morale or bring discredit to the department or any member thereof.
- Members shall not use obscene, uncivil, or loud and boisterous language at fires, in quarters or while engaged in games in which the department is represented.
- The falsification of records, the making of misleading entries or statements with the intent to deceive, or the willful mutilation of any useful department record, book, paper or document will be considered a serious offense.
- Members shall not loan, sell, give away or appropriate for their own use any public property, nor shall they pilfer or be guilty of theft at fires or elsewhere.
- Members shall not go off-duty before a scheduled change of shift unless properly relieved.
- Members shall not gamble in quarters, on details, or while on duty.
- Punctuality is required of all members. Failure to report for duty or place of assignment at the time specified will be considered cause for disciplinary action.
- Inefficiency or indifference of members in performance of their duties shall be sufficient cause for disciplinary action.
- All injuries, regardless of how minor or seemingly trivial, shall be entered in the log book at the station to which the member is assigned.
- All members, when speaking to an officer on duty, shall address the officer by title, such as "chief" or "captain." In the presence of the fire chief, all other chief officers shall be addressed using both title and surname, such as "chief Smith." The reference, "the chief," is reserved to mean only the chief of the fire department.
- All members shall take such care of their personal appearance to reflect credit upon the fire department, the fire service and themselves, and to engender the respect of the public. Clothing and hair shall be neat and clean, avoiding extremes in style. Hair shall be kept reasonably short and neatly dressed. Attitude, manner, and bearing should demonstrate courtesy and cooperation.
- Members shall not willfully disobey any lawful order issued by a superior officer, nor shall they speak disrespectfully of or to any superior officer.
- Members shall not discuss medical or fire calls with persons other than members of the department.
- Any violation of the provisions of the rules and regulations or orders of the department, or neglect or evasion of the duties prescribed, shall be subject to disciplinary action.

Disciplinary procedures for youth organizations tend to mirror those of the sponsoring fire department. Designated procedures usually are spelled out in the bylaws or regulations, detailing the proper methods for lodging complaints, handling infractions and meting out punishment when appropriate. Lower-level offenses typically are handled by verbal correction or reprimand. Some groups specify that serious cases involving expulsion or suspension must be based on a written charge, signed by the member making the charge, read in open meeting, and referred to senior advisors. A few state that a two-thirds vote of the membership is required for expulsion, except on a third offense. Some groups have established a youth board of inquiry that considers all disciplinary actions and operations; in these cases, the board can suspend, dismiss, or vindicate. An adult advisor sometimes serves as an active or non-voting member of such a committee.

The following sample disciplinary policy represents a moderate approach that would be solidly workable, although a more extensive policy has been developed by some organizations.

Sample SOP for disciplinary action

Fern Creek Fire Department
Explorer Post #710, Louisville,
Kentucky

The purpose of this SOP is to outline the disciplinary action that this post will take in certain situations

warranting a disciplinary action. The disciplinary actions are as follows:

Verbal warning

- Definition: An advisor will talk to you about the complaint.
- Offenses: Any violation of the "Explorer Rules and Regulations" or failure to obey SOPs or verbal orders.
- Punishment: None.

Written warning

- Definition: You will be given a copy of the complaint and a work task or service hours.
- Offenses: Same as above, but for subsequent or more serious situations.
- Punishment: Any task or service hours the advisor deems worthy for the offense. If the offender is an officer, he or she may be removed from office.

Suspension

- Definition: You will be removed from duty and all post activities.
- Offenses: Same as above, but for subsequent or increasingly serious situations.
- Punishment: You will not be permitted on fire department property for the period of one month.

Termination

- Definition: You will be asked to resign as an Explorer and return all equipment.

- **Offenses:** Same as above, but for subsequent or increasingly serious situations.
- **Punishment:** None.

If the member's record remains clear for one year after disciplinary action, his or her record will be cleared. Terminated members can apply for reconsideration after nine months of absence.

Summary

The key to establishing and organizing a structure for a fire department youth program is to think in a methodical way about what elements are required in order to provide an appropriate framework for the organization. The elements described in this section are relatively comprehensive, though not necessarily exhaustive. Consider what kind of organization you hope to create and begin breaking down the concept in your mind into the parts it will encompass.

It is also wise to establish contacts with those who are involved with similar programs in other communities, to discuss with them what they might do differently if they were starting over again, and to learn what pitfalls or problems they have encountered, how they handled them and, even more importantly, how they could have been avoided.

While it is feasible to revise and expand the organizational structure and guidelines after the group is established and functioning, the more you can have in place at the outset, the more smoothly the group will

operate. While it is detailed and time-consuming work, planning is still far easier than fixing.

Conclusions

Conclusions

Explorers can provide a wide range of concrete and personal benefits to fire departments. They can help with routine duties, including public fire/life safety education and other prevention activities, ancillary functions on the emergency scene and other department activities. The program provides opportunities for community and public relations, as well as outlets for personal satisfaction for those adult members who choose to work with the groups.

Last, but by no means least, a junior group affiliated with a fire department can provide highly motivated and knowledgeable recruits for regular firefighter openings. Given the increasingly challenging task of recruiting and retaining devoted volunteer firefighters in today's communities, this benefit might be seen as the driving consideration.

Among the junior fire department programs researched for this book, the number of youth members who have gone on to become adult firefighters ranged from one to 150. Two programs, only one year old, already had converted at least one former member to adult/active firefighter status; two others, established more than 25 years ago, have converted as many as 100 members. One organization has produced 46 volunteer and 22 career firefighters within its county since the program's establishment in the mid-1970s; another reports a 70 percent rate of conversion, while yet another averages four conversions per year.

In one sponsoring fire department, half of all current fire officers and one-third of all current firefighters came from the department's youth program. Another junior program has produced two fire chiefs for its sponsoring department.

Several youth organizations reported having "many" members go on to become firefighters, though the exact numbers were not known. Almost every program, no matter how new or how small, has resulted in at least some, from a few to a dozen, members becoming firefighters.

The quality of these youth-to-adult conversion firefighters is high. The motivation that developed among the youngsters appears to have translated into deep motivation in an adult affiliation with the fire department. Every youth program advisor who commented on this matter praised the dedication of the firefighters who came into the department from the youth programs. Several members of youth programs later won valor or lifesaving awards as adult firefighters.

While it will take time and energy to create and supervise a youth program sponsored by a fire department, hundreds of fire departments across North America appear to consider the payoff to be worth the investment. A carefully planned, well thought out and effectively managed junior fire/emergency service program can have big benefits for a fire department. It can contribute to community support, to a sense of personal reward among adult members and to one of the most important "bottom lines" in the volunteer fire service today ... membership numbers.

Appendices

Appendix I

A State-by-State Analysis of Child Labor Laws

Introduction

The most important considerations for any organization in planning, initiating, and conducting a junior firefighter or cadet program are the legal restrictions. Bringing youth into an environment which we, ourselves, acknowledge is hazardous (whether or not those youth become involved directly in emergency operations) invites questions. It is vital that all possible protections be afforded to young people involved in the program. It is equally vital that the organization protect itself from liability and culpability regarding the activities of the youth members.

One critical first step in planning for such a program must be a thorough investigation of local and state laws and regulations guiding youth protection. While this investigation must be done during the process of establishing a program and reviewed regularly later to ensure compliance with any changes, the following state-by-state summary of child labor laws will provide a basis from which to begin, a basic awareness of the kinds of issues to expect and an introduction to the concerns to be addressed. However, once again, we stress that any fire or emergency service organization considering a youth program must obtain local legal counsel, including a thorough and up-to-date review of current applicable laws, regulations and guidelines.

Alabama

The Alabama Attorney General's office stated that Alabama does not have any specific laws regarding junior volunteer firefighters. However, under a recent Alabama law, nobody less than 18 years of age can be a firefighter (career or volunteer). The Alabama Child Labor Agency will not authorize a work permit to anyone less than the age of 18 to participate as a volunteer firefighter under any circumstances. Interestingly, Alabama provides for non-mandatory certification of its volunteer firefighters. In order to participate in the certification process, the firefighter must be at least 19 years of age.

Suggested contacts:

Forestry Commission,
513 Madison Avenue,
Montgomery, Alabama 36130-3631

Fire College & Personnel Commission
2015 McFarland Boulevard East
Tuscaloosa, Alabama 35405

Attorney General
11 South Union Street
Montgomery, Alabama 36130

Alaska

Alaska does not specifically prohibit junior volunteer firefighting. However, the statutes preclude anyone under 14 from working and any individual under 18 from engaging in a dangerous occupation. Nonetheless, these prohibitions alone seemingly do not preclude a junior volunteer firefighting squad from being organized as long as the junior firefighters do not engage in such hazardous activities as "active1" firefighting.

A fire department must obtain and keep on file proof of the junior firefighter's age. Acceptable proof includes a birth certificate, Bureau of Indian Affairs census record, passport, driver's license, authenticated school record, federal age certificate, baptismal certificate, military dependent identification, family court record or an affidavit of age from a physician. Moreover, minors under 17 must obtain written authorization from the Commission of Labor prior to engaging in volunteer firefighting activities.

Junior firefighters under the age of 16 can participate in fire department activities for no more than nine hours of combined school attendance and work per day. Additionally, these juniors can engage in such activities only between the hours of 5 a.m. and 9 p.m. and cannot exceed 23 hours per week. Moreover, all junior firefighters are limited to no more than six days of fire department activities per week.

Suggested contacts:

Lt. Governor
P.O. Box 110015
Juneau, Alaska 99811-0015

Commission of Labor
Department of Labor
Juneau, Alaska 99811

Arizona

Arizona does not preclude minors from engaging in junior volunteer firefighting activities. However, fire departments should be aware of the time restrictions placed on individuals under the age of 16. To comply with Arizona's child labor law, fire

departments should limit their junior firefighters under the age of 16 to 40 hours of firefighting activity per week when school is not in session and 18 hours per week when school is in session. Moreover, juniors are limited seven days per week of participation when school is not in session and three days per week when school is in session. Finally, these individuals cannot engage in such activities between the hours of 9:30 p.m. and 6 a.m. on school nights and between 11 p.m. and 6 a.m. on nights preceding a day when school is not in session.

Additionally, although there are no direct prohibitions against junior volunteer firefighting, all minors are precluded from driving apparatus, engaging in dangerous activities, operating power-driven metal shearing machines and saws, and working on roofs and in confined spaces.

Suggested contact:

Industrial Commission
1601 West Jefferson
Phoenix, Arizona 85005

Arkansas

The Arkansas Attorney General's office states that active firefighting is dangerous, and minors under the age of 16 cannot be permitted to work in any such activity. However, it is possible for minors under the age of 16 to be used in non-dangerous positions within a volunteer fire department. The office comments that these factual questions are issues that must be resolved on a case-by-case basis. Therefore, each fire department must make a judgment as to what activities are dangerous.

As for time restrictions, children under the age of 16 may engage in department activities for no more than six days per week, 48 hours per week and eight hours per day. Moreover, they cannot participate before 6 a.m. or after 7 p.m. (except on nights preceding non-school days, during which the time limitation is extended until 9 p.m.). With respect to minors between 16 and 18, although the prohibition against danger to life and limb does not apply to them, there is a separate child labor provision which sets the hours that they may work. Accordingly, those junior firefighters can engage in fire department activities for no more than six days per week, 54 hours per week and 10 hours per day and not before 6 a.m. or after 11 p.m. (except that the limitation of 11 p.m. shall not apply to children under the age of 18 on nights preceding non-school days). Thus, with respect to minors between 16 and 18, there appears to be no prohibitions concerning the activities in which they can participate, but the maximum lawful work hours for these minors must be respected.

The attorney general's office suggests that fire departments desiring the protection of a release require the minor's guardian to sign a release and indemnification agreement. An agreement signed by a guardian, as a general matter, should be admissible in any ensuing litigation. However, the substantive impact will be a determination for the court.

There is one criminal statute which might have general applicability to a

fire department having junior firefighters. Arkansas Code, Annotated, S 5-27-204 defines the offense of Endangering the Welfare of a Minor, Second Degree, as follows:

(a) A person commits the offense of endangering the welfare of a minor in the second degree if he knowingly engaged in conduct creating a substantial risk of serious harm to the physical or mental welfare of one known by the actor to be a minor.

Criminal prosecution under the statute would be against an individual, for example, the department's chief, rather than the fire department. Also noteworthy, the criminal sanctions imposed by the Arkansas child labor prohibitions would not, as a general matter, be applicable to a training program as opposed to the actual employment of the minors.

Suggested contact:

Attorney General
200 Tower Building
323 Center Street
Little Rock, Arkansas 72201-2610

California

The California Attorney General's office indicated that the use of minors as volunteer firefighters is at the discretion of the individual volunteer fire department and is not expressly regulated by statute. In fact, in a formal opinion, the attorney general opined that employment by a county fire warden of a 15-year-old boy for fighting forest and brush fires as a fire suppression crewman did not constitute a violation of child labor law.

Time limitations expressed under the law are eight hours per day and 48 hours per week. Junior firefighters also are precluded from engaging in department activities between the hours of 10 p.m. and 5 a.m. (unless school is not in session, during which the nighttime deadline is extended to 12:30 a.m.).

Age certificates also should be obtained; they are available through the school district superintendent with written permission from a guardian. The minimum requirement to obtain such a certificate is completion of the 7th grade, which allows minors between 14 and 15 to work outside of school hours up to three hours per day. Minors 16 and over can engage in department activities up to eight hours per day on non-school days, but never during school hours, unless in a career exploration program. Fourteen- and 15-year-olds can participate no more than 18 hours per week, unless they too are in a career exploration program which allows them to participate up to 23 hours per week. However, in general, minors cannot engage in junior firefighting activities for more than four hours per day while school is in session.

Suggested contact:

Attorney General
110 West A Street, Suite 1100
San Diego, California 92101.

Colorado

Colorado does not statutorily prohibit minors from becoming junior volunteer firefighters. Furthermore, because a junior volunteer firefighter

does not receive compensation for participating in department activities, the state's child labor law does not apply, although a general prohibition exists on minors under 14 from engaging in any such activity.

Nevertheless, fire departments should require each junior firefighter to obtain an age certificate from his/her school district superintendent. These permits can be obtained by providing the superintendent with the following proof of age: a birth certificate, baptismal certificate, passport or, if none of these are available, then the child's guardian can appear with him or her and take an oath declaring the child to be of a certain age.

Although the child labor law does not apply to junior volunteer firefighting programs, fire departments should, in the best interest of the child, be aware of the statutory time limitations. As such, on school days, junior firefighters should not engage in firefighting activities during the school day. However, after school hours, any junior under 16 may participate for six hours per day between the hours of 5 a.m. and 9:30 p.m., except on nights prior to non-school days. In no case should a minor engage in departmental activities for more than 40 hours per week or eight hours per day.

Suggested contact:

Fire Safety Advisory Board
700 Kipling Street, Suite 1000
Denver, Colorado 80215

Connecticut

Despite statutory restrictions prohibiting individuals under 18 years of age from engaging in hazardous occupations, Connecticut has chosen not to regulate the activities of junior volunteer firefighters. As such, state regulations do not contain provisions concerning minors. To the extent that municipal volunteer fire departments have such members, their duties and responsibilities may be determined locally.

Suggested contact:

Attorney General
MacKenzie Hall
110 Sherman Street
Hartford, Connecticut 06105-2294

Delaware

Delaware's child labor law does not apply to hazardous work performed by volunteers, in a volunteer fire department, who have completed, or are taking, a course of study relating to firefighting and who are at least 14 years of age. Volunteer fire departments are, however, required to obtain and keep on file proofs of age for all of its junior volunteer firefighters. These valid proofs include a certified copy of a birth certificate, baptismal certificate showing the minor's birth date, school record, passport, valid driver's license or any other official government document attesting to the minor's age.

The general time limits placed on minors under the age of 16 are: (1) no more than four hours of work per day while school is in session or eight hours per day on non-school days,

(2) no more than 18 hours per week while school is in session or 40 hours per week during school breaks, and (3) no work between the hours of 7 p.m. and 7 a.m. (except from June 1 through Labor Day, when the nighttime deadline is extended to 9 p.m.).

Moreover, individuals under 18 cannot engage in more than 12 hours of combined school activities and work per day. Furthermore, those individuals must be given at least eight consecutive hours of non-work, non-school time each 24 hours and, during work-related activities, must be provided with a one-half-hour break every five hours.

Suggested contact:

State Fire Prevention Commission
1461 Chestnut Grove Road
Dover, Delaware 19904

Florida

Florida's child labor law specifically precludes a minor under 18 years of age from being a volunteer firefighter. However, the attorney general's office, as well as the state fire marshal, indicated that Florida's statutes do not specifically preclude volunteer fire departments from using the services of junior volunteer firefighters. The fire marshal stated that Florida has no regulatory authority over its estimated 350 volunteer fire departments and that some of those departments do have junior units that are limited in their scope of duties by the individual departments. As such, Florida does permit the formation of junior volunteer firefighting programs, but juniors are not permitted to engage in "active" firefighting.

For departments maintaining these programs, proof of age should be kept on file at the station in the form of a copy of the minor's birth certificate, driver's license, age certificate from the school district, passport or visa. Moreover, the department should post, in a conspicuous place, a copy of applicable extracts of the child labor law, including time restrictions. Those restrictions are as follows: Individuals 15 and under can participate in work-related activities between the hours of 7 a.m. and 7 p.m. for no more than three hours per day on school days (although during days preceding non-school days, the nighttime and hourly restrictions are relaxed to 9 p.m. and eight hours per day or 40 hours per week).

- Sixteen- and 17-year-olds can participate in fire department activities between the hours of 6:30 a.m. and 11 p.m. for no more than eight hours per day on school days and 30 hours per week. Minors cannot attend activities during school hours or for more than six consecutive days per week. Moreover, every four hours, they must be provided with a 30-minute rest/meal break.

Suggested contact:

State Fire Marshal
200 East Gaines Street
Tallahassee, Florida 32399-0340

Georgia

Georgia law establishes minimum requirements for all volunteer fire departments operating in the state. Under that law, firefighters must be at least 18 years of age. This preclusion coincides with the state's child labor

law provision that no minor under 16 can be permitted to work in any dangerous position.

For departments that maintain a junior firefighter squad for activities not related to active firefighting, the following time restrictions should be observed. Minors under 16 should not participate in activities between the hours of 9 p.m. and 6 a.m. and during school hours. After school hours, however, they should be limited to four hours of activities per day on school days and eight hours per day on days preceding non-school days, with a limit of 40 hours per week. Employment certificates also should be obtained to ensure proper compliance with the child labor law. These certificates are available through the school district superintendent when the minor presents to the superintendent a certified copy of a birth certificate and a statement from the fire department indicating its intent to permit the minor to participate in a junior firefighter program.

Suggested contact:

Attorney General
40 Capitol Square SW
Atlanta, Georgia 30334-1300

Hawaii

The county fire chief has full authority and control over all volunteer firefighters within a particular county. Therefore, a volunteer fire department should contact its respective county fire chief prior to commencing a junior volunteer firefighter program or engaging the services of such firefighters.

Hawaii's child labor law does exclude from its enforcement any minor employed by a nonprofit organization. Nevertheless, the child labor law time restrictions are listed below for the general knowledge of fire department officials.

Sixteen- and 17-year-olds cannot engage in activities during school hours. Fourteen-, 15- and 16-year-olds cannot engage in activities when legally required to attend school. They are limited to no more than six consecutive days of work, 40 hours per week and eight hours per day. They cannot participate in activities before 7 a.m. or after 7 p.m. (except between June 1 and Labor Day, when the time limits are extended to 6 a.m. and 9 p.m.). Most importantly, when school is in session, a minor's combined hours of work and school attendance cannot exceed 10 per day. Also, every five hours the minor must be given a 30-minute rest period. Generally, an age certificate is required to be on file with the employer to verify the child's age.

Suggested contact:

Director of Labor and Industry
Honolulu, Hawaii 96822

Idaho

The state does not regulate junior firefighters. However, local governments do promulgate certain regulations pertaining to their respective fire departments. As such, a fire department should contact its board of commissioners or municipal solicitor prior to engaging the services of a junior volunteer firefighter.

The Boise City Fire Department, in

conjunction with the Boy Scouts of America, has developed a junior firefighter program. In that Explorer program, junior firefighters cannot drive apparatus, operate hydraulic equipment, climb ladders, engage in structural firefighting or work near hazards. The department, however, does attempt to provide junior firefighters with as much practical experience as possible within certain safety limits. As such, juniors can assist in clean-up following an emergency call, ride on an apparatus after receiving a rider's permit and hold pressurized hoses. Juniors are required to attend 50% of the fire department's meetings, receive a rider's permit, ride for 12 hours per month and maintain a C average in school. They are not required to obtain work permits.

Notwithstanding this Explorer program, generally no one under 14 can engage in any type of work activity. Individuals between 14 and 16 can work up to 54 hours per week and nine hours per day and only between the hours of 9 p.m. and 6 a.m. Sixteen- and 17-year-olds cannot engage in work-related activities during school hours. The fire department should maintain a record of the names, ages and places of residence for each minor.

Suggested contacts:

Attorney General
State House-Room 210
P.O. Box 83720
Boise, Idaho 83720-0010

Boise City Fire Department
3705 Kinswood Drive
Boise, Idaho 83704

Illinois

This state's child labor law generally restricts children under the age of 16 from engaging in any work activity. However, the law does not specifically prohibit junior volunteer firefighting. A municipality that maintains a full-time fire department under the direction of a board of fire commissioners is authorized to conduct a firefighter training program for persons at least 16 years of age. The program must be conducted pursuant to the rules provided by the board of fire commissioners and in conjunction with the diversified occupational program of the local high school and within the Illinois state vocational educational system. Further examination of the statutes, however, has not revealed similar requirements for volunteer fire departments. Therefore, the decision to institute a junior firefighter training program in a volunteer fire department, and the extent to which a junior volunteer firefighter would be allowed to engage in certain activities, lies with the discretion of the officers and members of the volunteer fire department and the department's insurance carrier.

The attorney general's office indicated that a number of the child labor law's provisions must be satisfied when minors under 16 years of age are permitted to engage in non-hazardous fire department activities. As such, time limitations and work permits might be required for junior volunteer firefighters.

Time restrictions for individuals under 16 are eight hours of activity per day for no more than six consecu-

tive days per week and 48 hours per week when school is not in session or 24 hours per week when school is in session. Also, those children cannot engage in activities from 7 p.m. until 7 a.m. (except between June 1 and Labor Day, when the time is extended to 9 p.m. and 7 a.m.). Most importantly, however, they cannot engage in activities for more than three hours on school days and a combined total of eight hours per day of work and school attendance. Furthermore, every five hours, the minor must be given a 30-minute rest period.

A volunteer fire department should post an abstract of the child labor law that includes a list of prohibited activities and hours that the minor is permitted to engage in non-hazardous work-related activities. These abstracts are available through the Illinois Department of Labor. Moreover, the volunteer fire department should keep a register of all 14- to 16-year-old junior firefighters that includes each junior's name, age and residential address.

Employment or age certificates also should be kept on file at the fire station. Applications for these certificates are available through the school district superintendent's office and must be signed by the minor's guardian, with a statement from the fire department attached setting forth the nature of the work and permissible hours of participation. Along with the application, the minor must produce proof of age, e.g., a birth certificate, certificate of baptism or confirmation, family Bible record, immigration certificate of arrival, life

insurance policy, or a signed statement from the child's physician stating that the child has been examined and appears to be of the required age to participate in junior volunteer fire-fighting activities.

Suggested contact:

Attorney General
500 South Second Street
Springfield, Illinois 62706

Indiana

Minors may become volunteer firefighters. Indiana has a mandatory training curriculum that all firefighters must undergo as a minimum for the fire service. Thus, before being appointed or elected to membership in a volunteer fire department, any volunteer firefighter must successfully complete those basic training requirements. Although there is no minimum age requirement, before a firefighter may be certified at the next level of training, the student must be at least 18 years of age. There are no specific laws regulating junior volunteer firefighters. However, the volunteer fire department's insurance carrier might place age and activity restrictions on a junior firefighting program. Such a program is delegated locally to the authority having jurisdiction over the department. As such, a volunteer fire department needs to contact its insurance company and municipal officers prior to engaging the services of a junior firefighter to determine permissible junior activities.

Although there are no direct restrictions placed on junior firefighters under the child labor law, the follow-

ing time limitations are provided in the best interests of the children. Minors between 14 and 16 can engage in activities for only three hours per school day and 18 hours per school week. When school is not in session, they may participate in work activities for eight hours per day and 40 hours per week. Moreover, they can work only between the hours of 7 a.m. and 7 p.m. (except between June 1 and Labor Day, when the nighttime restriction is extended to 9 p.m.). Generally, 16- and 17-year-olds can work up to eight hours per day, 40 hours per week and six days per week. They cannot work before 6 a.m.; however, they can work until 10 p.m. on nights that are followed by a school day or until midnight on other days if written permission is given by the minor's guardian to the fire department. With such permission, a 16- or 17-year-old can work up to nine hours per day and 48 hours per week during school vacations. Furthermore, a 17-year-old can work until 11:30 p.m. on a school night or later, if permission is given by the guardian, but he or she can never work for two consecutive days past 11:30 p.m.

Suggested contacts:

Public Safety Training Institute
Indiana Government Center South
402 West Washington Street
Room 241
Indianapolis, Indiana 46204-3402

Attorney General
Indiana Government Center South
Fifth Floor
402 West Washington Street
Indianapolis, Indiana 46204-2770

Iowa

Iowa does not regulate volunteer firefighting based upon age. In fact, the child labor law specifically states that the law does not prohibit any volunteer work for nonprofit organizations, for example, fire departments. Generally, however, nobody less than 14 can engage in any such activity. As for hours of participation, children less than 16 cannot engage in work-related activities with or without compensation before 7 a.m. or after 7 p.m. (except between June 1 and Labor Day, when that time period is extended to 9 p.m.). Moreover, they are precluded from participating for more than eight hours per day and 40 hours per week during school vacations or more than four hours per day and 28 hours per week when school is in session. Furthermore, no person under the age of 16 is permitted to engage in department activities unless the volunteer fire department receives and keeps on file a work permit and a list of names and ages of all junior firefighters under 16. (Age certificates also can be obtained for 16- and 17-year-olds upon request of the volunteer fire department.)

Work permits and age certificates are available through the school district superintendent's office with (1) a written notice from the volunteer fire department that describes the work to be performed and (2) evidence of age. Such evidence includes a certified copy of a birth certificate, passport, certified copy of a baptismal certificate showing the date and place of birth and the place of baptism, or a certificate signed by a physician cer-

tifying that, in his or her opinion, the minor is at least 14 years of age.

Suggested contacts:

Attorney General,
Hoover Building,
Des Moines, Iowa 50319;

Employment Services,
Division of Labor,
1000 East Grand Avenue,
Des Moines, Iowa 50319

Kansas

Two primary laws are applicable to Kansas' junior firefighters.

First, the child labor law precludes anyone under the age of 18 from engaging in any trade which is dangerous to the welfare of that minor. Second, under the criminal code, the crime of endangering a child arises when an individual places a minor in an endangering situation. In Kansas, no cases have arisen dealing with these statutory sections as they relate to junior firefighting programs. However, the state fire marshal's department has opined that these sections only limit what minors are able to do at a fire scene. As such, junior volunteer firefighters cannot actually assist in fighting fires. However, the statutes do permit a program that would allow these young people to roll hoses after a fire, clean equipment and participate in other activities that are not directly associated with the inherently dangerous fire suppression.

Junior volunteer firefighting activities are not specifically exempted from the time restrictions created under the child labor law. Under that

law, an individual under the age of 16 can work between 7 a.m. and 10 p.m. (except on evenings that do not precede a school day). They also are precluded from working more than eight hours per day and 40 hours per week. Moreover, each junior firefighter must obtain a work permit that is kept on file with the volunteer fire department. Work permits are available through the school district superintendent with a written statement signed by the volunteer fire department's fire chief stating the intended work activities, a school record signed by the school principal and evidence of age. Finally, the volunteer fire department must post the maximum number of hours that its junior firefighters can engage in work-related activities.

Suggested contact:

State Fire Marshal's Department
700 Jackson, Suite 600
Topeka, Kansas 66603-3714

Kentucky

No child under the age of 18 can work in any hazardous environment. However, Kentucky's statutes do not specifically prohibit junior volunteer firefighting. Therefore, if a fire department maintains a junior firefighter program, then the fire department must delegate those individuals to non-hazardous activities. Moreover, no child less than 14 can work except in connection with an employment program supervised and sponsored by the school district and approved by the Department of Education.

Junior volunteer firefighters are precluded from working during school hours. Additionally, the volunteer fire department can request that the junior firefighters obtain age certificates from their school district superintendent. Moreover, the department must keep a register of the names, ages, addresses and hours of participation for each junior firefighter and post an abstract of child labor law provisions, including a list of prohibited work activities.

Suggested contact:

Attorney General
P.O. Box 2000
Frankfort, Kentucky 40602-2000

Louisiana

Under Louisiana's child labor law, no minor can work in a hazardous or injurious position. However, the statute does not go so far as to preclude participation in a junior firefighting program that does not include active hazardous firefighting. Nevertheless, the law seemingly restricts any child under the age of 14 from being engaged in any such program.

Children ages 14 to 15 can participate only in work-related activities after school hours and during non-school days. They are restricted further by limiting their work activities to eight hours per day and 40 hours per week and to no more than six consecutive days per week. Furthermore, when school is in session, those children can work for only three hours per day and 18 hours per week. They cannot work from 7 p.m. until 7 a.m. (except from June 1 through Labor

Day, when the nighttime limit is extended to 9 p.m.).

Employment certificates might also be necessary and should be kept on file. A certificate is available through the school district superintendent when the minor presents to the superintendent (1) a statement from the volunteer fire department regarding the nature of the work activities and number of hours per week and days the child will be permitted to engage in those activities and (2) proof of age. Such proof includes a birth certificate, baptismal certificate indicating the date of birth and place of baptism, contemporaneous Bible record of birth, passport, life insurance policy that has been in effect for at least two years, school record, current Louisiana driver's license or, if no other proof is available, an affidavit signed by the minor's guardian showing the name, date and place of birth of the minor.

Suggested contacts:

Secretary of Labor
P.O. Box 94094
Baton Rouge, Louisiana 70804

Attorney General
P.O. Box 94005
Baton Rouge, Louisiana 70804-9005

Maine

Although Maine does not directly preclude junior volunteer firefighting, no minor under 18 can engage in a dangerous work-related activity. Therefore, a junior firefighting program must include only non-hazardous duties.

A fire department must maintain a record of the names of each junior firefighter and the hours each firefighter may engage in department activities. The department must post a printed abstract, available from the Bureau of Labor Standards, of applicable child labor law provisions. The fire department should require junior firefighters less than 16 to obtain work permits from their school district superintendents and keep the permits on file at the fire station. Permits are issued when the minor offers proof of age, e.g., a birth certificate, to the superintendent, and the minor has achieved satisfactory academic performance in school. (If the junior volunteer firefighter program receives funding from the Department of Labor, the fire department might be exempt from requiring permits if it has submitted a master permit to the Department of Labor.)

Hours of permissible participation for junior firefighters under 16 are eight hours per day and 40 hours per week when school is not in session and three hours per day and 18 hours per week when school is in session. They can engage in activities only between the hours of 7 a.m. and 7 p.m. (except during the summer vacation, when the nighttime limit is extended to 9 p.m.). Juniors 16 and 17 can work up to 10 hours per day and 50 hours per week during school vacations and four hours per day and 20 hours per week when school is in session (except for days preceding a school holiday, during which the 16- or 17-year-old can work for eight hours per day, up to 28 hours per week). All juniors, however, are pre-

cluded from participating in such activity during school hours unless they have received permission from school officials.

Suggested contacts:

Attorney General
State House Station 6
Augusta, Maine 04333

Department of Labor
20 Union Street
Augusta, Maine 04330

Maryland

Maryland's child labor law does not apply to unpaid volunteer work in a nonprofit organization, for example, a volunteer fire department, if the minor's guardian consents in writing and the minor is at least 16 years old and has completed, or is taking, a course of study in firefighting. The state fire marshal indicated that some fire departments with junior volunteer firefighter programs include youngsters under the age of 16 who perform routine non-hazardous chores at fire scenes. For instance, in Ocean City, the junior volunteer fire fighters may stay overnight at the fire station and are driven to the scene if there is a fire. They do not ride on fire apparatus and do not perform firefighting functions. They may engage in such duties as carrying equipment from the apparatus to the firefighters or picking up hose after the fire is extinguished.

The Maryland Fire and Rescue Institute (MFRI), which is part of the University of Maryland at College Park, provides education and training for volunteer fire fighters throughout the state. The minimum age for those

undergoing training at MFRI is 16 years old. Moreover, the Maryland State Firemen's Association, which is the umbrella organization to which all volunteer fire companies in Maryland belong, has established 16 as the minimum age for volunteer fire fighters in the state.

Because those under the age of 16 may not be volunteer fire fighters, they are precluded from active fire fighting and driving emergency vehicles. Additionally, as a practical matter and to avoid possible general liability, fire departments should preclude their junior fire fighters from responding on emergency vehicles to fires.

Work permits are not required, and hours of participation are not regulated. However, fire fighting activities must occur outside of school hours. Each fire department is given discretion as to permissible hours of participation.

Suggested contact:

State Fire Marshal at (410) 764-4324
Division of Labor and Industry
(410) 333-4180

Attorney General
200 Saint Paul Place
Baltimore, MD 21202-2021

Massachusetts

Massachusetts' child labor laws do not prohibit volunteer work for a volunteer fire department. However, minors under 16 in a junior firefighter program cannot operate or assist in operating any of the following machinery:

1. band saws;
2. metal or paper cutting machines;
3. power punches or shears; and
4. dangerous electrical machinery.

Furthermore, they cannot work on scaffolding or in a confined space. Any minor under 18 cannot oil or clean hazardous machinery in motion, perform truck repairs or operate an apparatus.

Hourly restrictions for individuals 16 and 17 are nine hours of work per day, 48 hours per week and six days per week. Those under 16 cannot work more than six days per week, 48 hours per week and eight hours per day. They are further restricted from working before 6:30 a.m. or after 7 p.m. (except from July 1 through Labor Day, when the nighttime restriction is extended to 9 p.m.). Most importantly, however, no minor under the age of 16 can work, whether for wage or other compensation, during school hours.

A fire department should post a printed notice stating the hours that each minor can engage in departmental activities and maintain a list of names of each junior firefighter, along with the hours each individual has participated in department activities or emergency responses. A fire department should require each junior firefighter to obtain a work permit from the school district superintendent. A permit can be obtained when the minor presents the following documentation to the superintendent: (1) a pledge signed by the fire department setting forth the charac-

ter of the work to be performed, number of permissible hours of participation, name and address of the fire department, and a promise from the department to return the permit when the junior firefighter leaves its service; (2) a school record obtained from the school principal; (3) a certificate from the minor's physician stating that the minor is physically fit to engage in junior firefighting activities; and (4) evidence of age.

Evidence of age may include a birth certificate, baptismal certificate with the minor's age and date of baptism, passport or immigration record, religious record of age, record of age given on the register of the school if the record is at least two years old, or a signed statement from an examining physician stating that the physician believes the minor to be at least the age required for the issuance of the permit. This physician's statement must be accompanied by a statement from the minor's guardian containing the minor's name, date and place of birth and residence, and that the guardian cannot produce any other proof of age.

Suggested contact:

Department of Labor and Industry
 100 Cambridge Street
 Room 1107
 Boston, Massachusetts 02207

Michigan

Under Michigan's Youth Employment Standards Act, no minor may engage or be permitted to work in, about or in connection with an occupation which is hazardous or injurious to the minor's health or per-

sonal well-being. However, although the act seems to preclude active firefighting, it does not specifically prohibit the establishment of junior volunteer firefighting programs. In fact, the act does not apply to services performed as members of a recognized youth-oriented organization that is engaged in citizenship and character building. A junior volunteer firefighting program might fall under these parameters and should contact the attorney general's office to see if this exemption applies to its junior program.

General requirements for all employment include posting an abstract of the Youth Employment Standards Act, which is available through the Michigan Department of Labor, and maintaining a time record for all minors.

Following the act's limitations, a minor under 16 may engage in work-related activities no more than six days per week, a weekly average of eight hours per day (but never more than 10 hours per day) and 48 hours per week. When school is in session, the child may not engage in more than 48 hours per week of work-related activities and school attendance. Furthermore, he or she may not work between 9 p.m. and 7 a.m. Sixteen- and 17-year-olds are similarly limited in total hours of participation; however, they may engage in activities starting at 6 a.m. and continuing until 10:30 p.m. (or until 11:30 p.m. during school vacations). Moreover, all work activities must be performed after school hours.

Suggested contact:

Department of Labor, Wage and Hour
Division
P.O. Box 30015
Lansing, Michigan 48909.

Minnesota

Under Minnesota's statutes, a municipality or independent nonprofit firefighting corporation cannot employ a minor as a volunteer firefighter or permit a minor to serve in any capacity performing any firefighting duties with a volunteer fire department. The attorney general's office stated that it was aware of one program allowing youth the opportunity to learn about the work of firefighters through direct observation and training. In Minnesota, Fire Explorers are not permitted to fight fires or go to fire calls. They do participate in some clean-up activities and train with selected equipment. Each participant is charged a nominal fee in order to help cover the liability insurance needed for such a program.

There are issues specific to a Fire Explorer program as a result of the program's affiliation with a volunteer fire department and the inherent hazards of firefighting. Before engaging in any fire training or direct operational activity with the fire department, the explorer director and fire department officials should investigate the legalities of the explorers' participation in such activities. The child labor laws need to be addressed and, perhaps, voluntarily implemented to protect the child

from any harm. The following is a generic list of safety guidelines that the explorer program in Minnesota follows:

- Explorers must be equipped with personal protective equipment that is appropriate for the activity being performed.
- Explorers may not substitute for trained firefighters.
- Explorers may be mobilized only as a post with required leadership.
- Explorers are not on call as individuals to fight fires at a fire scene.
- Explorers who ride on apparatus or other fire department vehicles must be seated and must wear safety belts.
- Explorers may not drive fire apparatus.
- Explorers may not climb aerial ladders.
- Explorers may not climb ground ladders that exceed 35 feet in length.
- Explorers may not enter, or perform ventilation procedures on, a burning structure.
- Explorers may not use di-electric tools or gloves on energized electrical equipment.
- Explorers may not operate hydraulic rescue tools or equipment.
- Explorers may not operate acetylene cutting torches.
- Explorers may not handle life nets.

Suggested contact:

Attorney General
102 State Capitol
St. Paul, Minnesota 55155-1002

Mr. John Heil, Boy Scouts of America,
at (612) 224-1892, ext. 132

Mississippi

The attorney general's office is aware of no statutes or regulations concerning junior volunteer firefighters for Mississippi. However, the child labor law provides that for individuals 14 through 16 years of age, the employer must obtain an affidavit from the child's guardian and a certificate from the school district superintendent stating the minor's place and date of birth, the last school attended by the child, his or her grade of study, name of the school he or she is attending presently and the name of a teacher in charge of supervising the minor's school work.

Generally, a child between the ages of 14 and 16 can engage in work-related activities up to eight hours per day and 44 hours per week, but not between the hours of 7 p.m. and 6 p.m.

Suggested contact:

Attorney General
450 High Street
P.O. Box 220
Jackson, Mississippi 39205-0220

Missouri

Missouri's child labor law does not specifically prohibit junior volunteer firefighting. However, fire departments should be aware of the general limitations placed upon minors.

The law precludes any minor under the age of 14 from working at any time. For individuals 14 through 16 years of age, a work permit is required and must be kept on file with the employer during the school term. Permits can be obtained through the school district superintendent with (1) written consent from the minor's guardian, (2) a statement from the employer regarding its intent to employ the minor, the hours of work allowed and the nature of the employment, (3) proof of age, e.g., a birth certificate, (4) a physician's certificate that the minor is physically fit to engage in the employment without harming himself, and (5) a certificate from the school principal showing the minor's academic grades.

The hours of permissible participation under the child labor law for minors under 16 are no more than eight hours of work per day and 40 hours per week. The minor cannot engage in activities prior to 7 a.m. or after 10 p.m. (except during the school term, when the nighttime restriction is shortened to 7 p.m. on days immediately preceding days when school is in session).

The law precludes individuals under the age of 16 from engaging in the following activities: operating power driven machinery; oiling, cleaning, maintaining and washing machinery; climbing ladders and scaffolding; using flares; and operating motor vehicles.

Suggested contact:

Attorney General
P.O. Box 899
Jefferson City, Missouri 65102

Montana

The Montana Child Labor Standards Act does not specifically preclude the formation of a junior volunteer fire-fighting program. In fact, if the program is approved by the Department of Labor or Office of Public Instruction as a "career exploration program," or is considered a community service, then the fire department is not required to follow the act's prohibitions regarding hours of work.

There is, however, a blanket protection against using the services of any minor under the age of 14. Furthermore, 14- and 15-year-old children are not permitted on ladders or scaffolding and minors from 14 through 17 cannot operate power-driven, metal-forming, punching and shearing machines or operate circular/band saws.

Fourteen- and 15-year-old minors are limited to working between the hours of 7 a.m. and 7 p.m. (except during the period between June 1 and Labor Day, when the nighttime restriction is extended to 9 p.m.). Those children are also limited to no more than three hours of work per school day and 18 hours per school week. When school is not in session, however, they may participate in work-related activities up to eight hours a day and 40 hours a week. As mentioned above, if the junior volunteer firefighting program is considered a "career exploration program," then the junior firefighters may participate in fire department activities up to 23 hours per week.

Suggested contacts:

Fire Services Training School
2100 16th Avenue South
Great Falls, Montana 59405

Montana Volunteer Firefighters
Association
424 King's Way
Kalispell, Montana 59901

Attorney General
215 North Sanders
P.O. Box 201401
Helena, Montana 59620-1401

Nebraska

Although the state's child labor law does not specifically prohibit junior volunteer firefighting activities, children under the age of 16 are prohibited from engaging in any activity that is dangerous to life or limb, or in which the minor's health might be injured. Moreover, because the child labor law would not be enforced against volunteer fire departments using minors 16 and over, a fire department does not need to obtain an employment certificate for its junior firefighters. In addition, the fire department does not need to follow the mandated time restrictions. However, for the general awareness of fire department officials, the minors are limited generally to working 48 hours per week and eight hours per day and only between the hours of 6 a.m. and 10 p.m.

Suggested contacts:

Attorney General
2115 State Capitol Building
Lincoln, Nebraska 68509-8920

Secretary of State
Suite 2300, Capitol Building
Lincoln, Nebraska 68509-4608

Department of Labor
Division of Child Labor at
(402) 595-3997

Nevada

In Nevada, a minor cannot work in connection with activities declared by the labor commissioner to be dangerous to the minor's life. However, under a conscription law regarding the assistance of individuals in extinguishing brush or forest fires, any individual called upon must be at least 16 years of age. Moreover, to become certified as a first responder or attendant, the firefighter must be at least 18 years old. Furthermore, there is a general prohibition against working for any individual under the age of 14. Therefore, it appears that active firefighting can be performed only by individuals 16 and over. However, 14- and 15-year-olds may participate in non-hazardous fire-house activities up to 18 hours per week and eight hours per day.

Nevada might demand proof of age from the minors working in the fire-house. As such, a fire department should require each junior firefighter to submit proof of age, e.g., a birth certificate, and keep a copy of that record on file at the fire station.

Suggested contacts:

Attorney General
Capitol Complex
Carson City, Nevada 89710

Labor Commissioner
Capitol Complex
Carson City, Nevada 89710

Department of Education
700 East 5th Street
Carson City, Nevada 89710

New Hampshire

New Hampshire's Department of Labor has enacted regulations specifically relating to junior volunteer firefighting. Under those regulations, no youth under the age of 16 can participate in firefighting activities. Fire departments are required to follow all federal orders promulgated under the Fair Labor Standards Act and Federal Order No. 2, which limits youth employment in motor vehicle operations. (These directives are available through the New Hampshire Department of Labor.)

Junior firefighters must be supervised at all times by a person trained in firefighting, both during training activities and at the scene of a fire. The supervisor can be either the department chief or his authorized designee. Most importantly, the junior firefighters cannot engage in any fire department activities prior to completing a firefighting training course.

At a minimum, the initial course must entail six hours of instruction in safety and fire training, including:

(1) objectives of fire control; (2) personal protection and safety; (3) fire behavior and classification of fire; (4) methods of extinguishment; (5) proper use of hand tools and knowledge of fire streams; (6) use of communications equipment; and (7) proper use of fire extinguishers.

Initial training qualifies a junior firefighter to perform non-hazardous firefighting duties, for example, scouting on the ground, fire line fighting, mopping up and using such non-motorized equipment as back pumps, hand tools, hoses and radio equipment. This training, however, does not qualify a youth to perform hazardous duties, for example, the operation of motorized equipment, including motor vehicles, bulldozers, tractors and pumps, or to serve as a traffic director.

For as long as a youth remains by age, subject to these rules, advanced training shall be the Firefighters Level I training program as promulgated by the New Hampshire Fire Standards and Training Commission. Youths who have completed this course with a 70 percent in practical and academic testing shall be "certified" as junior firefighters.

A junior firefighter engaged in support of firefighting shall carry an identification card signifying completion of training with a 70 percent in practical and academic testing and signed by the volunteer fire department's chief.

All fire departments must comply with the Youth Employment Law regarding work permits and hours of participation. Model releases and agreements pertaining to the child labor law and the Department of Labor regulations can be obtained through the labor department. Permissible hours of participation are no more than six consecutive days, 30 hours per school week and 48 hours per week during the period

between June 1 and Labor Day. The junior firefighters are limited to night activities (between the hours of 8 p.m. and 6 a.m.) no more than eight hours in any 24-hour period or more than 48 hours per week. This nighttime restriction, however, may be relaxed upon approval of the labor commissioner. Finally, an employment certificate can be obtained from the school principal with proof of age and must be kept on file at the fire station. This certificate can be revoked by the principal if the minor's academic performance falls below average.

Suggested contacts:

Department of Labor
95 Pleasant Street
Concord, New Hampshire 03301

Attorney General
33 Capitol Street
Concord, New Hampshire 03301-6397

New Jersey

The attorney general opined in 1943 that the nature of work in fire-fighting auxiliary units is of such a hazardous character that it definitely comes within the prohibition of the child labor law. However, the New Jersey child labor law does not prohibit minors who are at least 14 years of age from being volunteers. More importantly, however, New Jersey has provided statutorily for the establishment of a "Junior Firemen's Auxiliary" in a volunteer fire department. Such an auxiliary is created by resolution of the local board of commissioners. Members of the auxiliary must be at least 16 years of age and no older than 21 years of age. The auxiliary

members also must obtain permission from their guardians in order to join. Such permission must be in writing and acknowledged in the manner provided by law for deeds to real estate.

Prior to authorizing the establishment of any Junior Firemen's Auxiliary, however, the municipality's board of commissioners must formulate rules and regulations to govern the activities of the auxiliary. The rules and regulations must provide for the training of the auxiliary for eventual membership in a volunteer fire department. However, the rules also must preclude the junior firefighters from duties which would expose them to the same degree of hazard as a regular member of the volunteer fire department.

The law prohibits junior firefighters from engaging in certain activities regardless of their volunteer status. Among the prohibitions which apply are the following:

1. No minor under 16 years of age can work in, about or in connection with power-driven machinery, including fire trucks and ambulances.

2. No minor under 18 years of age can work in, about or in connection with:

- a. injurious quantities of toxic or non-toxic dust, gases, vapors or fumes (meaning that minors cannot fight fires);

- b. oiling, wiping or cleaning machinery in motion or assisting therein;

- c. grinding, abrasive, polishing or buffing machines;

d. operation or repair of elevators or other hoisting apparatus; and

e. any place where the heating, melting or heat treatment of metals is carried on, including places where welding and cutting torches are being used.

In addition, for general reference, the list below contains the age requirements for various types of equipment commonly used by fire departments:

1. Oxygen: must be 16 to ride in an apparatus where an oxygen cylinder is present;

2. Suction Unit: must be 16 to either train on or operate;

3. Porta Power: must be 16 to either train on or operate;

4. Seat Belt Cutter: if the device is not power-driven, may be 14 to train on; if the device is power-driven, minor must be 16 to train on and operate;

5. Axe: may train on at 14;

6. Air Chisel: may train on and operate at 16;

7. Crow Bar: may train on at 14;

8. "Jaws of Life": must be 18;

9. "Come Along": must be 18;

10. Fire Extinguisher: because a fire extinguisher is used to fight fires and minors under 18 are not permitted to fight a fire, the minimum age would be 18;

11. Flares: may train on at 14 and be at least 16 to use at the scene of an emergency; and

12. Direct Traffic: must be 16.

The Office of Wage and Hour Compliance, New Jersey Department of Labor, Division of Work Place Standards, will provide a list of the prohibited occupations upon request. Ask for Form MW 129:

Child Labor Law Abstract.

Because of the volunteer aspect of junior firefighting, the junior firefighters are not required to obtain employment certificates, nor are they limited in the amount of time they spend in such activities.

Suggested contacts:

Department of Community Affairs
Division of Fire Safety-CN 809
Trenton, New Jersey 08625-0809

Office of Wage and Hour Compliance
Department of Labor
Division of Work Place Standards N 389
Trenton, New Jersey 08625-0389

Attorney General
Hughes Justice Complex-CN 080
Trenton, New Jersey 08625-0080

New Mexico

Some fire departments in New Mexico have junior volunteer firefighter programs for individuals between the ages of 16 and 18. The age of 16 is used because this is the minimum age where an individual is eligible to participate in a volunteer firefighting program under New Mexico's child labor laws. Because all juniors must be at least 16 years of age, labor permits are not required, and there are no statutory time restrictions placed on their junior firefighting activities. The final authority, however, on

whether a volunteer fire department can form a junior program rests on the local governing body, e.g., the city council or county commission. Therefore, a volunteer fire department must contact its municipal officials prior to engaging the services of a junior firefighter. The actual permissible activities that these individuals may participate in then are formulated through a joint effort between the volunteer fire department and municipal authority.

The state fire marshal indicated that he has seen fire departments permit junior firefighters to engage in the following activities:

1. all department activities, including driving apparatus. (There is currently a case in litigation because of this practice where a firefighter was killed in a fire apparatus wreck when a junior volunteer firefighter was driving the truck. As such, the state fire marshal strongly discourages this practice.);

2. following training and certification as a firefighter, actual firefighting under the direction of a senior firefighter or department officer;

3. assistance at non-emergency situations; and

4. assistance at an emergency with limited fireground activities.

Suggested contacts:

State Fire Marshal
P.O. Drawer 1269
Santa Fe, New Mexico 87504-1269

Attorney General
P.O. Drawer 1508
Santa Fe, New Mexico 87504-1508

New York

Minors may become active volunteer firefighters in New York. No law specifically sets an age limit. However, the Department of State is unaware of any fire department that admits members below the age of 16. In fact, New York's General Municipal Law authorizes fire departments to establish youth programs to provide participants with the opportunity to become familiar with the programs and operations of a fire department. On occasion, younger teenagers are members of these programs, but they are not full-fledged, active volunteer firefighters. As such, working papers are not required, and there are no statutory time limits placed on activities.

Under the General Municipal Law, a junior volunteer firefighting program may be established only when authorized by the board of fire commissioners, village board of trustees or similar authorized town board. Each volunteer fire department establishes its own rules governing the youth program. However, those rules must include provisions regarding the minimum and maximum ages for participation, the procedure for participation, removal or expulsion, residence and the adequate supervision of program activities. All activities must be approved in advance by the fire department's chief or his designee. No activities may include emergency duties in

connection with fire department operations or any other hazardous activity. The New York Department of State recommends that volunteer fire departments:

(1) obtain parental consent for each junior firefighter, (2) offer a probationary term to membership that extends to the child's 18th birthday, and (3) prohibit responding to alarms during school hours, driving apparatus, interior structural firefighting and entering areas of the fire station where alcohol is present. Moreover, the attorney general has opined that minors to whom the compulsory attendance provision of the Education Law is applicable may not be excused from such attendance to answer fire alarms.

Junior volunteer firefighters are not eligible for any benefits provided by the Volunteer Firefighters' Benefit Law, but the individual volunteer fire departments may purchase accident insurance to insure the juniors against injury and death resulting from bodily injuries sustained in performance of approved activities. In addition, the department may purchase insurance to protect against liability arising from approved activities. The insurance purchased may include medical and hospital coverage.

Suggested contact:

Office of Fire Prevention and Control
41 State Street
Albany, New York 12231-0001

North Carolina

North Carolina's general statutes do not specifically regulate junior volunteer firefighting activities.

However, a general prohibition exists as to any work-related activities for children under 14. Some North Carolina fire departments do maintain junior firefighting programs. Those departments generally require a youth employment certificate for all of their juniors. Some of the departments also follow the mandated time restrictions promulgated under the state's child labor act.

During the school term, no work-related activities are allowed between the hours of 11 p.m. and 5 a.m. when there is school for the youths the next day. This provision, however, does not apply to 16- and 17-year-olds if the fire department receives written approval for a time extension from both the junior firefighter's guardian and school principal. Fourteen- and 15-year-old juniors may participate no more than three hours per day when school is in session (up to 18 hours per week) and no more than eight hours at other times (up to 40 hours per week). During the school term, they are precluded from working between the hours of 7 p.m. and 7 a.m. During the summer vacation, the nighttime restriction is relaxed to 9 p.m. These time restrictions, however, do not apply if the junior firefighting program is part of a career exploration program. Participation in such a program is permitted for up to 23 hours per week, whether school is in session or not.

Suggested contacts:

Department of Insurance
Fire Rescue Division
430 North Salisbury Street
P.O. Box 26387
Raleigh, North Carolina 27611

Attorney General
P.O. Box 629
Raleigh, North Carolina 27602-0629

North Dakota

North Dakota has no statutes specifically relating to junior volunteer firefighting. Whether a volunteer fire department in the state will allow a person under the age of 18 years to become a member of that department is dependent upon the policies adopted by that department.

The child labor law (which only applies to individuals under the age of 16) generally prohibits a minor under 14 years of age from working in any occupation except farm labor, domestic service or in the employment of the minor's guardian. In addition, North Dakota law restricts minors 14 and 15 years of age from working in certain occupations involving the use of power-driven machinery, certain businesses involving a risk of injury, and employment considered dangerous to life or limb or in which health might be injured or morals deprived.

The attorney general's office stated that because junior volunteer firefighters do not receive payment for their services, the child labor law might not apply. However, the office is unaware of any 14- or 15-year-olds who are members of volunteer fire departments.

Suggested contacts:

Attorney General
Capitol Tower-State Capitol
600 East Boulevard Avenue
Bismarck, North Dakota 58505-0040

Fire Marshal
Northbrook Mall
1929 North Washington
Bismarck, North Dakota 58501-1616

Ohio

The state's Department of Industrial Relations opined that in adherence to the federal laws prohibiting the employment of minors in occupations that are hazardous or detrimental to their health, firefighting activities could not be permissible under those laws. Nevertheless, junior volunteer firefighting programs under which minors provide more than incidental assistance to firefighters in such tasks as cleaning fire equipment and rolling up hoses might not be considered hazardous activities and, as such, appear to constitute programs for the provision of services. Thus, those programs come under the Ohio Child Labor Law. However, a program that is recreational or educational in nature does not come under the law if it does not involve an arrangement under which minors work or provide services.

Moreover, a junior firefighting program that involves the provision of services might be excluded from child labor law provisions if the program is a vocational program approved by the Ohio Department of Education. Finally, if a junior firefighting program is established by a governmental entity or other non-profit organization and the junior firefighters receive no compensation for their services, the junior firefighters are not required to have work permits, but are, nonetheless, subject to the other provisions of the child labor

law, including prohibitions against engaging in hazardous activities. Therefore, volunteer fire departments must discuss with the municipal solicitor their positions regarding the possible exempt status of their junior firefighter programs. They also must create rules that protect those juniors from the hazards of active firefighting and, if applicable, coincide with the general provisions of the child labor law.

For programs falling under the scope of the child labor law, each junior firefighter under the age of 16 must obtain a proper age and schooling certificate, which must be kept on file at the fire station. Juniors 16 and older are required to provide the fire department with the following: (1) evidence of proof of age, and (2) a statement signed by the minor's guardian consenting to the proposed employment. The proof of age and signed statement must be kept on file at the fire station. In addition, the fire department must keep on the premises a complete list of all junior firefighters and a printed abstract, to be furnished by the Department of Industrial Relations, summarizing the provisions of the child labor law.

A junior firefighter under 16 cannot participate in work-related activities:

- during school hours;
- before 7 a.m.;
- after 9 p.m. from the first day of June to the first day of September or during any school holiday of five school days or more duration, or after 7 p.m. at any other time;

- for more than three hours a day in any school day;

- for more than 18 hours in any week while school is in session;

- for more than eight hours in any day which is not a school day; or

- for more than 40 hours in any week that school is not in session.

Moreover, no minor less than 16 years of age may engage in work-related activities for more than 40 hours in any one week or during school hours unless the activities are incidental to a bona fide program of vocational cooperative training, work study or other work-oriented programs with the purposes of educating students.

The program must meet standards established by the state Board of Education.

Sixteen- and 17-year-olds are not permitted to engage in such work activities:

(1) before 7 a.m. on any day that school is in session, except such person may be employed after 6 a.m. if the person was not employed after 8 p.m. the previous night, or

(2) after 11 p.m. on any night preceding a day that school is in session.

Suggested contacts:

Department of Industrial Relations
2323 West Fifth Avenue
P.O. Box 825
Columbus, Ohio 43216

Attorney General
State Office Tower
30 East Broad Street
Columbus, Ohio 43215-3428

Oklahoma

Oklahoma does not have any statutory authority relating to junior volunteer firefighting programs. However, no individual under 16 is permitted to work as a firefighter. Because the child labor law does not apply to individuals 16 and over, there are no restrictions on the hours of participation and work certification.

Suggested contacts:

State Fire Marshal
4545 North Lincoln Boulevard
Suite 280
Oklahoma City, Oklahoma 73105

Department of Labor
4001 North Lincoln Boulevard
Oklahoma City, Oklahoma 73105

Oregon

Emergency services are not deemed employment in violation of any laws of Oregon relating to labor by minors. This includes training as necessary and proper to engage in such activities. However, if minors under the age of 18 are used on a regular basis, then the junior firefighters should procure an employment certificate which should be kept on file with the respective volunteer fire departments. The volunteer fire departments should maintain a listing of all junior firefighters in the department and post a printed notice stating the maximum hours required in one week and each day for all of its junior volunteers.

The general hours of permissible participation in work-related activities for individuals between 14 and 16 years of age are 10 hours of activity

per day up to six days per week. Those individuals are precluded from working between the hours of 6 p.m. and 7 a.m.

Suggested contact:

State Fire Marshal
4760 Portland Road NE
Salem, Oregon 97305-1760

Pennsylvania

Pennsylvania has approximately 81,000 firefighters, of which 67,000 are volunteers. Of the commonwealth's 2,535 fire companies, 2,498 are volunteer departments. Pennsylvania's General Assembly and Department of Labor have enacted laws and regulations limiting a volunteer fire department's use of junior firefighters. Volunteer fire departments must abide by Pennsylvania's Child Labor Law and Public School Code when using junior firefighters either in firefighting and rescue activities or solely in training and work details.

All junior firefighters must be at least 14 years of age. A fire department should make certain that the individual is at least 14 by requesting that the junior firefighter provide the fire department with a certified copy of his or her birth certificate. If a fire department mistakenly accepts and uses the service of a child under the age of 14, then the department has committed a negligent per se violation of the law and might suffer penalties accordingly.

Additionally, a volunteer fire department must obtain an employment certificate for each junior firefighter

prior to his or her participation in department activities. These certificates are available through the administrative offices of the local school district. To procure a certificate, the fire department must submit a statement to the school official in charge of issuing the employment certificate, stating that the department expects to accept the minor as a junior firefighter and explaining the duties that the junior firefighter will perform, including the number of hours per day and per week the junior firefighter will be permitted to engage in those activities.

The junior firefighter must provide the issuing agent with such proof of age as a certified copy of their birth certificate. If a birth certificate cannot be obtained, the child labor law provides for the following alternative forms of proof of age:

- a notarized baptismal certificate showing the child's birth date;
- a passport showing the child's birth date;
- if a baptismal certificate or passport is unobtainable, then any other duly certified documentary record of age (other than a school record or an affidavit of age); or
- if any other documentary record cannot be obtained, then a signed statement of an examining physician, approved by the local school board, stating that the physician has physically examined the child and subsequently believes that the child has attained the age required by law for becoming a junior volunteer

firefighter. The statement must be accompanied by an affidavit, signed by the junior firefighter's legal guardian, certifying the child's name, birth date and place of birth, and that the guardian is unable to produce any other proof of age.

Within five days after receiving the employment certificate, the fire department must acknowledge, in writing, to the school official issuing the certificate, that the department received the certificate. The fire department must keep the certificate on file and accessible to any authorized officer charged with enforcing the child labor law. In fact, in addition to maintaining a file of employment certificates, the fire department is required, under the Public School Code, to publicly post within the fire station a list of the department's junior firefighters, their ages, home addresses, legal guardians' names, the dates that the certificates were issued, names of the persons issuing the certificates and the hours a junior firefighter will participate in department activities.

If a junior firefighter quits or is discharged by the fire department, the fire department must mail the appropriate employment certificate to the school official who issued the certificate within five days of the junior firefighter's leaving from the department. Additionally, if a junior firefighter is absent from scheduled training or other department activities for a period of five days, then the fire department must immediately notify, in writing, the school official who

issued the employment certificate of that fact.

A fire department having junior volunteer firefighters as members must, twice a year, on January 1 and July 1, furnish the junior firefighter's school district superintendent with the name, age, home address and name of the legal guardian of the junior firefighter. This report must be made on forms issued by the Secretary of Education available through the school district or Department of Education.

Finally, the fire department must post in a conspicuous place within the fire station: (1) a list of the junior firefighters' names; (2) a schedule of the maximum daily hours each individual junior firefighter may participate in department operations, including a weekly total and, when appropriate, meal times; and, (3) a printed abstract of the sections of the child labor law relating to the maximum allowable hours for participation in department activities.

Junior firefighters may begin activities after the scheduled starting time and stop before the scheduled quitting time, but they cannot engage in any department operation outside of the times expressed in the schedule. Fire departments can obtain copies of the abstracts of the child labor law and forms for complying with the law from the Department of Labor and Industry.

A fire department might be liable for criminal penalties if it fails to: (1) obtain and file an employment certifi-

cate; (2) furnish the appropriate district superintendent with the information required by law; (3) publicly post the statutorily mandated information; or (4) notify the proper school official when a junior firefighter quits or is dismissed from the fire department or is absent from departmental activities for five days. A fire department violating the public school code is guilty of a misdemeanor and, upon conviction, might be fined between \$10 and \$25 for the first offense.

A department that violates provisions of the child labor law might be sentenced to pay a fine of \$100 to \$400 for the first offense. Furthermore, a department officer, who acts as the direct supervisor and, therefore, agent of the fire department over the activities of the junior firefighters, might be personally liable for such violations and can undergo 10 days of imprisonment in addition to the payment of fines. Moreover, if a fire department's violation of the child labor law results in an injury to a junior firefighter, the fire department must pay a 50 percent penalty in addition to standard workers' compensation benefits and counsel fees to the junior firefighter.

After observing these preliminary procedures, fire departments may accept the certificated junior firefighters as members. However, the child labor law and Department of Labor and Industry regulations limit junior firefighters' activities. Seventeen-year-olds who have completed a fire training course (such as one provided by a

county fire school) may participate in firefighting activities while under the direct supervision and control of the fire chief or an experienced line officer over 21 years of age. Despite this allowance, these junior volunteer firefighters are precluded from engaging in the following activities:

1. operating an aerial ladder, platform, hydraulic jack or high-pressure hose;
2. using rubber electrical gloves, insulated wire gloves, insulated wire cutters, life nets or acetylene cutting torches;
3. operating the pumps of any fire apparatus at the scene of a fire;
4. driving a fire apparatus or rescue vehicle;
5. entering a burning structure; and
6. oiling and cleaning machinery in motion.

The juniors, however, may operate a high-pressure hose line and ascend ladders during training activities.

Moreover, 17-year-old junior firefighters cannot participate in department activities, including emergency responses, on school days between the hours of midnight and 6 a.m. However, on Friday and Saturday nights and during school term vacations, junior firefighters can respond to calls until 1 a.m. During summer vacations, there are no night restrictions, and these junior firefighters can respond at any time, unless precluded by the fire department's labor schedule or the child labor law's time limitations. A junior firefighter responding to a call before the night-

time deadline may continue to participate in that call past that deadline, but the junior firefighter may not respond to any new calls after the deadline expires.

Additionally, 17-year-old junior firefighters can engage in firefighting activities for no longer than eight hours a day. Every five hours, the junior firefighter must take a 30-minute break. Finally, during the school year, a 17-year-old junior firefighter is limited to 28 hours a week of firefighting and department-related activities. However, when school is not in session, the junior firefighter may participate for a maximum of 44 hours a week.

A 16-year-old junior volunteer firefighter who has successfully completed a course in basic firefighting may participate in department activities while under the direct supervision and control of the fire chief or an experienced line officer over the age of 21. A 16-year-old's activities are, however, limited to training and, at the scene of a fire, to first aid, coffee wagon and food services, and clean-up efforts outside of the structure after the fire has been declared by the fire official in charge to be under control. Laws dealing with times of day and hours of response apply equally to 16-year-old junior firefighters as they do to 17-year-olds.

Activities of junior firefighters 14 and 15 years of age are limited to training and the cleaning and storing of equipment. These firefighters may never ride an official vehicle to the scene of a fire or participate in any firefighting activities. Because a 14- or 15-year-old junior firefighter can-

not attend fire calls, time limitations are not as important to remember as they are for 17- and 16-year-old junior firefighters. However, during training activities and cleaning and storing duties after an emergency operation, department officers must be cognizant of certain time restrictions. First, during the school year 14- and 15-year-old junior firefighters can engage in approved activities between the hours of 7 a.m. and 7 p.m. They can participate for only four hours a day on a school day and eight hours on other days during the school year. However, they can participate no more than 18 hours during a school week. During summer vacations, permissible participation extends from 7 a.m. through 10 p.m. As with all other junior firefighters, every five hours, 14- and 15-year-old junior firefighters must take a 30-minute break.

Inevitably, some junior firefighters will incur injuries during fire department activities. A junior firefighter is entitled to workers' compensation if injured, and his family may collect death benefits if the junior firefighter dies while actively participating in department operations or while going to or returning from a fire which the fire department has attended. Furthermore, if a junior firefighter's injury is attributable to a child labor law violation committed by the volunteer fire department, then the junior firefighter is entitled to 150 percent of the amount of benefits that would be payable by the fire department if the junior firefighter was employed legally. The fire department, not the insurance carrier, is obligated to pay

that 50 percent penalty. Moreover, the fire department might be required to pay the junior firefighter's attorney's fees, up to 20 percent of the recovery.

Departments should require a junior firefighter to submit a consent form acknowledging: (1) the junior firefighter's awareness of the inherent dangers of fire and rescue operations; (2) the junior firefighter's entitlement to workers' compensation benefits if injured during firefighting activities; and (3) the department's provision to the junior firefighter of information concerning applicable laws that limit a junior firefighter's participation. The consent form should contain a clause releasing the fire department from all claims for injuries and damages sustained by the junior firefighter during department activities.

Although not barring a claim for workers' compensation benefits, the release informs the junior firefighter of the potential danger of fire department activities, which might result in injuries that he or she cannot claim against the fire department. The junior firefighter, the firefighter's legal guardian and an authorized representative of the department should sign the form. Consent forms familiarize all parties with the risk involved in fire department activities and discern the method of receiving compensation for injuries.

Suggested contacts:

Department of Education
333 Market Street-Harristown 2
Harrisburg, Pennsylvania 17126-0333

Department of Labor and Industry
1700 Labor and Industry Building
Harrisburg, Pennsylvania 17120

Rhode Island

Rhode Island's child labor law generally prohibits individuals under the age of 16 from engaging in hazardous work, but individuals 14 and over may participate in a junior firefighting program that is administered as a work experience and career exploration program. Those individuals might be required to obtain a special limited work permit from the local school district.

The activities of junior firefighters are not regulated by statutes. However, all juniors are prohibited from operating or assisting in operating a circular saw or band saw and from adjusting, oiling or cleaning machinery in motion.

Time restrictions under the child labor law are as follows:

Children between the ages of 14 and 16 can work only between the hours of 6 a.m. and 7 p.m. (except during school vacations, when the nighttime limit is extended to 9 p.m.). They are also limited to 40 hours of work per week and eight hours per day. Sixteen- and 17-year-olds are limited to 48 hours per week and nine hours per day. They are also limited to working between the hours of 6 a.m. and 11:30 p.m. on days preceding a school day or 1:30 a.m. on non-school days. During school vacations, 16- and 17-year-olds may work without limitation as to total hours in a given week or day.

Suggested contact:

Attorney General
72 Pine Street
Providence, Rhode Island 02903

South Carolina

The state fire marshal indicated that he was unaware of any state laws regarding junior volunteer firefighting. He stated that many fire departments have these junior programs, and the activities vary with the individual departments. As for minimum ages for participation, a volunteer firefighter must be at least 16 to enter the fire academy program. Moreover, a volunteer fire department must follow the applicable child labor laws. Therefore, each junior firefighter must obtain an age certificate from the Department of Labor.

Interestingly, South Carolina's Education Code permits junior volunteer firefighters to possess emergency beepers while in school, indicating that students may respond to emergencies during school hours. Volunteer fire departments, however, should get the permission of the individual school prior to permitting their junior fire fighters to attend such calls.

Suggested contact:

Attorney General
Rembert C. Dennis Building
P.O. Box 11549
Columbia, South Carolina 29211-1549

South Dakota

Children under the age of 16 cannot engage in any dangerous work-

related activity. However, the state statutes do not specifically preclude participation in a junior volunteer firefighting program that entails non-hazardous duties. A fire department must maintain a list of all minors participating in such a program and require that all participants obtain required work permits. Hours of permissible participation for junior firefighters under 16 are four hours per school day, up to 20 hours per school week or eight hours per day when school is not in session, up to 40 hours per week.

Suggested contact:

Attorney General's Office at (605)
773-3215.

Tennessee

When asked, the attorney general's office replied that it was unaware of any junior volunteer firefighting programs within the state. The State Commission on Fire Fighting, however, replied that any use of minors would put a fire department at great risk for liability concerning minors' actions and for their safety in any emergency situation. Nevertheless, some fire departments in Tennessee use "fire cadets" (junior firefighters) who perform various functions, typically only non-emergency-related duties.

Tennessee's statutes do not directly preclude junior volunteer firefighting, and the state's child labor law might not apply because of the volunteer nature of the work. However, participants in such a program cannot drive an apparatus, operate a band saw or circular saw, or engage in hazardous activities.

Although no specific law places age limitations on volunteer firefighting, generally no individual less than 14 can participate in any work-related activities. (Interestingly, conscription for fighting forest fires is limited to males at least 18 years of age.) Moreover, the work performed by 14- and 15-year-olds cannot interfere with a minor's schooling, health or well-being.

The volunteer fire department maintaining a junior firefighter program should keep time records for each junior and post a printed notice, furnished by the Department of Labor, stating the regulations governing the hours of permissible participation and prohibited activities. Fire departments should also require proof of age from all junior firefighters, for example, a copy of a birth certificate, baptismal certificate, passport or an oath taken by the minor's guardian regarding the minor's age.

Fourteen- and 15-year-olds can participate in such activities only after school and between the hours of 7 a.m. and 7 p.m. (except if school is not in session the following day, during which the minor may participate in activities between the hours of 6 a.m. and 9 p.m.). They also are precluded from working more than three hours per day and 18 hours per week when school is in session or eight hours per day and 40 hours per week when school is not in session.

For 16- and 17-year-olds, time restrictions might not apply if performing work related to a public employment program funded by the federal government. (As such, the fire department should contact the attor-

ney general's office to see if this exemption applies.) However, generally, they cannot participate in activities during school hours and between the hours of 10 p.m. and 6 a.m., Sunday through Thursday evenings preceding a school day. If the child's guardian submits a notarized statement of consent to the fire department's chief, then the 16- and 17-year-old juniors can participate between 10 p.m. and midnight for up to three times per week.

Suggested contacts:

Tennessee Professional Association of Firefighters at (615) 889-7250.

Fire Fighters Commission
Department of Commerce & Insurance
500 James Robertson Parkway
Nashville, Tennessee 37243

Attorney General
450 James Robertson Parkway
Nashville, Tennessee 37243-0485

Texas

The Texas Commission on Fire Protection is given statutory authority to regulate the voluntary certification of firefighters, including establishing qualifications relating to age and standards. Texas regulations place a minimum age of 18 on this voluntary certification. Generally, however, no individual under 14 can engage in fire department activities, and all minors are precluded from engaging in hazardous activities. Children 14 and 15 years of age must obtain an age certificate to prove their age. Certificates are available through the Labor Commission.

Those minors are limited to working no more than eight hours per day or 48 hours per week. They can participate in department work activities between the hours of 5 a.m. and 10 p.m. (except on days not followed by a school day, during which the time limitations are extended from 5 a.m. to midnight).

Suggested contacts:

Fireman's and Fire Marshal's Association of Texas
807 Stark Street
Austin, Texas 78756

Attorney General
P.O. Box 12548
Austin, Texas 78711-2548.

Utah

Utah's statutes do not specifically prohibit junior volunteer firefighting. However, minors are not permitted to engage in hazardous work except as authorized by the labor commission, in writing, and only when the minor is under careful supervision in connection with a vocational training program.

Minors under 16 must obtain age certificates from their school districts. Moreover, they cannot work during school hours and are limited to four hours of work-related activities per day and only between the hours of 5 a.m. and 9:30 p.m. (unless the next day is not a school day).

Suggested contact:

State Fire Marshal's Office at (801) 284-6350.

Vermont

Vermont has no labor laws regulating firefighters who are 16 and 17 years of age, but there are regulations regarding children under 16.

Nevertheless, all junior firefighters are prohibited from driving an apparatus, riding on the outside of an apparatus, or operating a ladder or any hydraulic lifting equipment. Sixteen- and 17-year-old junior firefighters may ride as a passenger inside the apparatus, climb up and down a ladder, and fight a fire. However, a 14- and 15-year-old junior firefighter cannot perform any of the above unless he or she is enrolled in a vocational course duly approved by the Department of Education. If he or she is enrolled in such a course, he or she can perform the same activities as a 16- and 17-year-old junior firefighter while under the supervision of a department line officer.

Employment certificates are not required, and Vermont does not have hour restrictions for ages 16 and older, with the exception of manufacturing and mechanical establishments. Junior firefighters less than 16 are limited generally to three hours per school day or eight hours per non-school day, 18 hours per school week or 40 hours per non-school week, and six days per week of work-related activities between the hours of 7 a.m. and 7 p.m. Vermont does recommend that fire departments obtain a record of each minor's date of birth, for example, a certified copy of a birth certificate.

Suggested contacts:

Post-Secondary Education Services
Department of Education
120 State Street
Montpelier, Vermont 05620-2501

Vermont Fire Service Training
P.O. Box 53
Pittsford, Vermont 05763

Director, Fire Prevention
Department of Labor and Industry
Montpelier, Vermont 05602

Attorney General
109 State Street
Montpelier, Vermont 05609

Virginia

Volunteer fire departments in Virginia may maintain a junior volunteer firefighting program. Ordinances must be enacted by the municipality in order to establish a junior program for its fire departments. However, the state limits the participation of juniors based on age. Minors 16 and 17 years of age cannot enter a burning structure unless they are training in a non-combustible structure (burn building). They can respond to emergencies and participate in support functions. Minors 14 and 15 years of age cannot participate in firefighting or support activities on the fire scene or emergency situation. They cannot enter any burning structures (even burn buildings), although they can participate in classroom training and support activities at a training site. Minors under 14 are precluded from participating in any firefighting activity, including training.

In most Virginia localities, junior firefighters cannot drive apparatus as a result of insurance coverage requirements and liability concerns. However, many departments allow 16- and 17-year-old junior firefighters to ride on the apparatus in response to emergency calls if they have completed the Virginia Firefighter Level One training course as administered by the Virginia Department of Fire Programs. Although those juniors cannot engage in active firefighting, they can act in a support and clean-up role after the fire.

There are no laws addressing the number of hours a minor may stay or work around a fire station. Furthermore, because there is no payment involved, work permits are not required. Moreover, it is understood fully that belonging to a volunteer fire department does not excuse the minor from his or her attendance in school. Some fire departments take the process one step further. They monitor the grades of the juniors and, if any junior falls below an acceptable level (usually a "C"), the junior is barred from coming to the station until the grades have been improved.

The junior firefighter's guardian must give his/her consent prior to the minor being involved with the department. Volunteer fire departments should request written permission and keep that permission slip on file at the fire station.

Suggested contacts:

Department of Fire Programs
Investigations and Inspections
2807 Parham Road
Richmond, Virginia 23294

Attorney General
900 East Main Street
Richmond, Virginia 23219

Washington

In Washington, minors cannot engage in firefighting and fire suppression duties. However, minors can participate in a non-hazardous junior volunteer firefighter program. The attorney general opined that the general regulations dealing with the employment of minors in other areas would apply to minors engaging in such a program. Therefore, under the child labor law and Department of Labor regulations, no individual under 14 can be a junior firefighter, and all junior firefighters need an employment permit, which must be kept on file at the fire station, and written parental permission on a parent/school authorization form available through the school district.

Fourteen- and 15-year-old junior firefighters cannot participate in junior activities during school hours. In addition, they are limited to three hours of work-related duties per school day up to six days per week between the hours of 7 a.m. and 7 p.m. (except on Fridays, Saturdays and days preceding a school vacation, provided that the minor is supervised by a responsible adult at all times, during which the nighttime restriction is extended to 9 p.m.). When school is not in session, they can work for 10 hours per week.

Sixteen- and 17-year-olds can participate up to four hours a day during the school term for six days per week, between the hours of 7 a.m. and 10 p.m. (except on Fridays,

Saturdays and days preceding a school vacation, provided they are supervised by a responsible adult at all times, during which the nighttime restriction is extended to midnight). During the school vacation, they can participate up to eight hours per day, six days per week and 40 hours per week. Additionally, all junior firefighters must be given a 30-minute break every four hours.

Suggested contact:

Attorney General
905 Plum Street
Building 3, P.O. Box 40100
Olympia, Washington 98504-0100

West Virginia

West Virginia allows minors between the ages of 16 and 18 to become junior volunteer firefighters provided that they have completed the minimum training requirements of the West Virginia University's Fire Service Extension Firefighter Training Section One or its equivalent. Written permission of the minor's guardian is required, and this written permission must be kept on file at the fire station, as long as the minor's name appears on the volunteer fire department's roster as a junior volunteer.

Juniors are precluded from engaging in the following activities:

1. driving a firefighting apparatus or operating emergency lights and siren while responding to an emergency;
2. operating an aerial ladder, aerial platform or hydraulic jack at a fire scene;

3. using rubber electrical gloves, insulated wire gloves, insulated wire cutters, life nets, acetylene cutting units, K-12 power saws, air chisels, portapowers, hurst tools, or other equipment related to rescue and fire operations at a fire scene;

4. operating the pumps of any fire apparatus while at the scene of a fire;

5. entering a burning structure, except at designated training sessions at specified training schools conducted by the West Virginia Fire Service Training Program of West Virginia University or the West Virginia State Fire Marshal's Office;

6. operating high-pressure hose lines, except during training; and

7. ascending ladders, except during training activities.

The activities of junior volunteer firefighters are limited to:

1. training;
2. first aid;
3. clean-up service at the scene of a fire, outside the structure, after the fire has been declared by the official in charge to be under control; and
4. coffee wagon and food service.

Under no circumstances can minors under the age of 16 participate in any fire department activities. Moreover, minors attending school cannot respond to a fire during school hours unless a request is made by the fire department's chief to the school's principal. If a fire department permits junior volunteer firefighters to participate in prohibited activities, the fire department is subjecting itself to

potential lawsuits for injuries, with the possibility that insurance coverage would not apply because the action was a violation of the law.

Each junior volunteer firefighter must be provided with minimal personal protective equipment (boots, bunker coats, helmets, gloves, etc.) as they relate to his/her work in the fire department and at training activities.

All provisions of the West Virginia child labor law and regulations promulgated thereunder affecting the employment of minors are applicable to junior volunteer firefighters. As such, all juniors are required to obtain an age certificate by giving proof of age to the school district superintendent. Satisfactory proof includes a birth certificate, record of baptism, bona fide contemporary record of the date and place of birth in a family Bible, passport or a life insurance policy that has been in effect for at least one year.

Suggested contact:

State Fire Marshal
2100 Washington Street, East
Charleston, West Virginia 25305

Wisconsin

Wisconsin statutes do not define a specific class of volunteer firefighter under the age of 18. The statutes do provide that a person in charge of a volunteer fire company "shall have authority ... to command from the inhabitants of the city or town all needful assistance for the suppression of fires and in the preservation of property exposed to fire," which

implies that minors conceivably could be pressed into service. In addition, the concept of "volunteer" takes young members of volunteer fire departments out of the coverage of Wisconsin's child labor law, which refers to the "gainful" employment of minors. However, generally, minors are precluded from working during school hours and are limited to eight hours per day, 40 hours per week and six days per week of work-related activities.

Suggested contact:

Attorney General
123 West Washington Avenue
P.O. Box 7857
Madison, Wisconsin 53707-7857

Wyoming

Minors between 14 and 16 years of age are precluded from engaging in dangerous activities. However, Wyoming's child labor law does not directly prohibit junior volunteer firefighting. As such, prior to becoming junior firefighters, 14- and 15-year-olds must obtain work permits from their school district administrative offices. Such permits are available with (1) a written statement from the fire department stating the nature of the work intended and its intent to use the services of the minor as a junior volunteer firefighter, and (2) proof of age in the form of a birth certificate, certificate of baptism indicating the date of birth and place of baptism, passport or certificate of arrival in the United States, bona fide contemporary Bible or other family record, or a statement from a public school official indicating that the

child is at least 14 and accompanied by an affidavit from the child's guardian stating the child's age. The fire department must keep these permits on file at the fire station.

Fourteen- and 15-year-old junior fire fighters are limited to work-related activities for eight hours per any 12-hour period between 5 a.m. and 10 p.m. (except for nights preceding a non-school day, during which the nighttime deadline is extended to midnight). Moreover, they are not permitted to engage in such activities during school hours.

Suggested contact:

Department of Labor
6101 Yellow Stone Road
North Building-Room 259C
Cheyenne, Wyoming 82007

Appendix II

Legal Sources on State Child Labor Laws

Alabama Code 55 25-8-2(18), 25-8-13-16, 36-32-8 (1991)

Alabama Administrative Code 55 360-x-1-.01, 360-x-2-.01 (1991)

Letter from Ray Mott, Alabama Forestry Commission, to Michael Vennum (Sept. 27, 1995) (included copy of House Bill 60); Letter from Lynda Oswald, Alabama Assistant Attorney General, to Michael Vennum (June 21, 1995).

Alaska Statutes 55 23.10.325-330, 23.10.332, 23.10.335, 23.10.340 (1990); Alaska Administrative Code titles 8, 55 05.010-.020, 05.030, 05.040, 05.280 (1990).

Arizona Revised Statutes, Annotated, 55 23-230-242 (1995); Arizona Opinion of Attorney General 68-5-L.

Arkansas Code, Annotated, 55 5-27-204, 11-6-105, 11-6-108, 11-6-110, 14-51-301 (Michie 1994); Robinson v. Beaumont, 725 S.W. 2d 839 (1987); St. Louis, I.M. & S. Ry. v. Higgins, 44 Arkansas 293 (1884); Lamb v. Midwest Mutual Insurance Co., 296 F. Supp. 131 (W.D. Arkansas 1969), Affirmed, 421 F.2d 179 (8th Cir. 1970); Arkansas Opinion of Attorney General 90-296 (December 10, 1990); Arkansas Opinion of Attorney General 89-057 (June 15, 1989).

California Education Code SS 49110, 49112, 49116 (West 1988); California Labor Code S 1290-1296 (West 1988); California Code Regulations, titles 8, 5 11701 (1994);

Letter from Rodney Lilyquist, Senior Assistant Attorney General, to Michael Vennum (June 23, 1995).

Colorado Revised Statutes, Annotated, 55 8-12-110-117 (West 1989).

Connecticut General Statutes Annotated, SS 10-193, 31-12 & 13, 31-23 & 24 (West 1987 and Supp. 1995); Letter from Stephen Sarnoski, Assistant Attorney General, to Michael Vennum (June 20, 1995).

Delaware Code, Annotated, titles 19 SS 502(2)(h), 504, 506 & 507 (1985 and Supp. 1994).

Florida Statutes, Annotated, SS 450.061, 450.081 (Supp. 1995); Letter from David Roberts, Division of State Fire Marshal, to Michael Vennum (September 11, 1995); Letter from Joslyn Wilson, Assistant Attorney General, to Michael Vennum (June 26, 1995).

Georgia Code, Annotated, 55 25-3-1, 25-3-20 & 21, 25-4-1, 39-2-1-4, 39-2-1-9, 39-2-11 (1982 and Supp. 1995); Georgia Opinion of Attorney General 86-8 (1986); Letter from Matthew Stone, Assistant Attorney General, to Michael Vennum (July 10, 1995).

Hawaii Revised Statutes 55 46-13.1; 390-1-7 (1989).

Idaho Code SS 44-1301-1308, 67-2334-2336 (1995); Letter from Chad Cook, Assistant Attorney General, to Michael Vennum (June 28, 1995).

Illinois Revised Statutes ch. 65, para. 5/10-2.15, ch. 820, para. 205/1-22 (1993); Ill. Administrative Code titles 250, 5 100-860 (1994); Letter from

Lynn Patton, Assistant Attorney General, to Michael Vennum (July 3, 1995).

Indiana Code SS 20-8.1-3-1-37, 20-8.1-4-1-32, 36-8-10.5-1-9, 36-8-12-1-12 (Michie 1989 and Supp. 1995); Indiana Administrative Code titles 610, r. 4-1-1-4-5-15 (1994); Letter from Anne Mullin, Deputy Attorney General, to Michael Vennum (July 12, 1995); Letter from Ivan Nevil, State Fire Academy, to Michael Vennum (September 25, 1995).

Iowa Code, Annotated, 55 82.1-23 (1984 and Supp. 1995); Letter from Lynn Walding, Assistant Attorney General, to Michael Vennum (June 29, 1995).

Kansas Statutes, Annotated, SS 21-3608, 38-60114, 75-6101; Letter from James Coder, Assistant Attorney General, State Fire Marshal Department, to Michael Vennum (July 5, 1995).

Kentucky Revised Statutes, Annotated, SS 95A.010-.990, 339.010-.990 (1994).

Louisiana Revised Statutes, Annotated, SS 23.151-372, 33.1941, 33.1998, 40.1543 (West 1985 and Supp. 1995).

Maine Revised Statutes, Annotated, titles 30-A, 55 3151-3152, titles 20-A, SS 9000-9003, titles 26, 5 701 (West 1994).

Maryland Code, Annotated, Labor & Employment SS 3-201-216 (1994); Letter from Jack Schwartz, Chief Counsel Opinions & Advice, to Michael Vennum (Nov. 14, 1995).

Massachusetts General Laws, Annotated, ch. 31, 5 58, ch. 149, 55 56-99 (West 1982 and Supp. 1995).

Michigan Compensation Laws, Annotated, 55 409.101-.124 (West 1995).

Minnesota Statutes, Annotated, 55 181A.01-.12, 424A.01 (West 1994); Letter from Hubert Humphrey, Attorney General, to Michael Vennum (September 14, 1995).

Mississippi Code, Annotated, SS 71-1-17-31 (1990); Letter from David Scott, Attorney General's Office, to Michael Vennum (June 30, 1995).

Missouri Revised Statutes SS 294.005-294.140 (1992 and Supp. 1995).

Montana Code, Annotated, SS 7-33-2110, 2202, 2316; 19-17-105; 39-71-118; 41-2-101-121 (1993).

Nebraska Revised Statutes SS 35-101-108; 48-301-313 (1990 and Supp. 1993).

Nevada Revised Statutes SS 475.110; 609.185-.270 (1994); Nevada Administrative Code ch. 15GB, 5 310 (1994).

New Hampshire Revised Statutes, Annotated, 55 154:1-1-154:17 (1990 and Supp. 1993), 276-A: 1-10 (1987 and Supp. 1994); New Hampshire Code Administrative Rules on Labor 1000.01-1004.04 (1994).

New Jersey Statutes, Annotated, 55 34:2-21.17, 40A:14-95-98 (West 1993); Letter from William Cane, Department of Community Affairs, to Michael Vennum (July 7, 1995).

Office of Wage and Hour Compliance, New Jersey Department of Labor, Division of Work Place Standards, Bulletin No 2, Volunteer Fire Companies, Rescue Squads, First Aid Squads and the New Jersey Child Labor Law (1984).

New Mexico Statutes, Annotated, 55 50-6-1-16 (1993); Letter from George Chavez, State Fire Marshal, to Michael Venum (July 14, 1995).

New York General Municipal Law S 204-b (McKinney 1986); 1977 New York Attorney General Opinion 149 (April 11, 1977); Letter from Phillip Sparkes, Associate Attorney, Department of State, to Michael Venum (September 25, 1995).

North Carolina General Statutes SS 58-80-10, 95-25.5 (1994).

North Dakota Central Code SS 34-07-01-20 (1987 and Supp.); Letter from Robert Bennett, Assistant Attorney General, to Michael Venum (June 20, 1995).

Ohio Revised Code, Annotated, 55 4109.02, 4109.07, 4109.08, 4109.11 (Anderson 1994); Ohio Administrative Code SS 4101:9-2 (1994); Ohio Opinion of Attorney General 87-104 (Dec. 29, 1987); Letter from Abbe Allen, Administrative Assistant, Department of Industrial Relations, to Michael Venum (October 11, 1995); Department of Industrial Relations, Chapter 4109 Employment of Minors & Chapter 4101:0-2 Ohio Administrative Rules and Regulations (1991).

Oklahoma Statutes titles 11, SS 29-101-205, titles 40, SS 71-88 (986 and Supp. 1995).

Oregon Revised Statutes SS 401.015-.990, 476.005-.925, 653.305-445 (Supp. 1994); Oregon Administrative Rules 838-10.000-10.060 (1994).

Pennsylvania Statutes, Annotated, titles 24, SS 1-101-27-2702, titles 43, SS 41-71, titles 53, 5 891, titles 77, SS 672(b), 946, 998, 1031, 6724 (1994); Pennsylvania Code SS 11.67 (1994); Letter from Timothy Dunkle, State Fire Academy, to Michael Venum (October 18, 1994); Letter from Richard Lengler, Assistant Counsel, Department of Labor & Industry, to Michael Venum (October 13, 1994); Letter from Helen Friedman, Bureau of Labor Standards, to Michael Venum (October 19, 1994); Fairfield Township Volunteer Fire Co. No. 1 v. Pennsylvania Human Relations Commission, 609 A.2d 804 (Pa. 1992); Commonwealth v. Morakis, 220

A.2d 900 (Pa. Super. Ct. 1966); Walsh v. Camelot Bristol Co., 517

A.2d 577 (Pa. Commw. Ct. 1986); Temple v. Milmont Fire Co., 525

A.2d 848 (Pa. Commw. Ct. 1987), appeal dismissed, 533 A.2d 95

(Pa. 1987); Pennsylvania Bureau of Labor Standards, Leaflet No. LILS-1, Employment of Minors as Ambulance Attendants and Junior Firefighters 1-2 (Sept. 1986).

Rhode Island General Laws 55 28-3-1-32 (1986 and Supp. 1994).

South Carolina Code, Annotated, SS 41-13-50, 59-63-280 (1986 and Supp. 1994); S.C. Code Regs. SS 71-3100-3110 (1992).

South Dakota Codified Laws, Annotated, 55 60-12-1-21 (1993 and Supp. 1995).

Tennessee Code, Annotated, SS 4-24-101-206, 50-5-101-114, 68-102-145 (1991 and Supp. 1995); Tennessee Comprehensive Rules & Regulations SS 0360-1-1-11-1 (February 1995); Letter from E. Ross White, Fire Fighting Commission, to Michael Venum (October 5, 1995); Letter from Sheri Tigue, Administrative Assistant, Attorney General, to Michael Venum (July 5, 1995).

Texas Government Code, Annotated, S 419.071 (Supp. 1995), Texas Labor Code, Annotated, 55 51.001-51.032 (1995); Texas Administrative Code titles 37, SS 421.1-421.9, 471.1-471.7, 473.1-473.5 (1995).

Utah Code, Annotated, SS 572-2-1-15 (1994).

Vermont Statutes, Annotated, titles 20, 5 3155, titles 21, 55 431-449 (1988 and Supp. 1995); Letter from Robert Lorenz, Post-Secondary Education Services, to Michael Venum (July 24, 1995); Letter from Robert Howe, Assistant Fire Marshal, to Michael Venum (October 4, 1995); Letter from Robert Howe, Director, Fire Prevention, to George Gibby, Assistant Supervisor, Vermont State Firefighters' Association (June 8, 1987); Vermont Department of Labor & Industry, Important Information for Employers of Minors in the State of Vermont on Federal

and State Child Labor Laws (1991).

Virginia Code Annotated, 55 40.1-78-116 (Michie 1994 and Supp. 1995); Section 7, No. 17 of the Department of Labor & Industry, Department of Fire Programs Regulations; 1980-1981 Virginia Opinion of Attorney General 247 (Sept. 12, 1980); Letter from Russell Chandler, Department of Fire programs, to Thomas Daniel, Attorney General. Office (June 26, 1995).

Washington Revised Code Annotated, SS 26.28.060, 26.28.070, 28A.27.090 (1986); Washington Administrative Code 55 296-125-01070 (1995); Letter from James Pharris, Senior Assistant Attorney General, to Michael Venum (June 27, 1995).

West Virginia Code 55 21-6-1-11, 42-9-6 (1994); West Virginia Attorney General Opinion of (Jan. 17, 1990).

Wisconsin Statutes, Annotated, S 213.095 (West 1994); Letter from Bruce Olsen, Assistant Attorney General, to Michael Venum (June 27, 1995).

Wyoming Statutes 55 27-6-107-116 (1994).

Appendix III

Resources

“Fire and Emergency Services
Program Helps”

National Exploring Division
Boy Scouts of America
1325 West Walnut Hill Lane
P.O. Box 152079
Irving, TX 75015-2079

United States Fire Administration
Publications Center
16825 South Seton Avenue
Emmitsburg, MD 21727

VFIS
“Junior Emergency Service
Excellence Award Program”
P.O. Box 2726
York, PA 17405

Other sources used for this book
Appendices

BSA criteria for Explorer posts

VFIS awards program criteria

Sample documentation too extensive
to be included in the body.