

**481—240.9(92) Terms.** The terms used in Iowa Code section 92.8A are defined and applied as specified in this rule.

*“Incidental”* means not a primary activity of the minor.

*“Intermittent and for short periods of time”* may vary depending on the degree and type of hazard. The frequency and duration of an activity shall make it clear the employee is a learner rather than a production worker. The burden is on the employer to justify more than one hour per day or 20 percent of a shift.

*“Written permission”* includes a description of the activity that would otherwise be unlawful under Iowa Code section 92.8, including the expected frequency and duration of that activity.

This rule is intended to implement Iowa Code section 92.8A.

[ARC 8745C, IAB 1/8/25, effective 2/12/25; Editorial change: IAC Supplement 7/9/25]