



We build strength, stability, self-reliance and shelter.

GUIDANCE MEMORANDUM

Subject: Youth Involvement with Habitat for Humanity ReStore Operations
Date Originally Issued: September 2010
Date Last Reviewed: March 2019

This legal advisory discusses the appropriate involvement of youth (also sometimes and interchangeably referred to as “child,” “children,” or “minors”) in Habitat ReStore operations. The term “youth” for the purposes of this memo refers to individuals under the age of 18 years. While it is important that youth be directly involved in the work of Habitat for Humanity, it is also important that they be involved only in age-appropriate activities. This memo is intended to guide affiliates in determining how youth may safely be involved with the affiliate’s particular ReStore operation.

I. BACKGROUND

Your affiliate should be aware of the child labor laws that have been enacted by the federal government through the Fair Labor Standards Act (“FLSA”). Although the FLSA does not directly apply to volunteer activities that are performed for public service or humanitarian objectives without any contemplation of employment or pay, a court may look to the FLSA if a child is hurt while volunteering to determine the applicable standard of care and to determine whether your affiliate acted reasonably by allowing the child to work in the ReStore and perform the particular task(s) that the child performed. A court may determine that a violation of a safety standard set by the FLSA child labor laws amounts to regular negligence, gross negligence, or even reckless disregard for the safety of the child. Moreover, because extra protection is extended to youth, a court may rule that a waiver of liability for injury to a child is invalid if your affiliate failed to follow the FLSA standards for children. Thus, the FLSA may provide a benchmark for best practices to be used by affiliates.

The FLSA specifies that construction and repair activities are too hazardous for youth under the age of 16 and that certain activities, such as the use of power tools and working in roofing operations or working on or about a roof, are particularly hazardous and therefore may not be performed by anyone under the age of 18. For these reasons, HFHI policy prohibits children under the age of 16 from working on active worksites and further prohibits children under the age of 18 from engaging in hazardous activities, like operating power tools.

The FLSA also specifies several non-construction activities, like working in warehouses, that are likewise deemed to be too hazardous for children under the age of 16. Some ReStore operations may provide safe volunteer opportunities for children, whereas others may not. As a result, each affiliate should be familiar with the FLSA child labor laws and adopt a clear policy regarding ReStore volunteers that (i) follows the FLSA and any applicable state law restrictions regarding warehouse and other dangerous activities; (ii) takes into account the nature of the affiliate’s ReStore operations; and (iii) will protect the safety of youth volunteers.

II. Federal Child Labor Laws – the FLSA

A. The Ages, Hours, and Times that Children May Work Under the FLSA

Fourteen is the minimum age of employment allowed by the FLSA. Therefore, according to the FLSA, no child under 14 years of age may work.

For children age 14 and 15, the FLSA limits the hours and times at which they may be employed. Under the regulations, children ages 14 and 15 are only allowed to work outside of school hours for 3 hours on a school day, 18 hours during a school week, 8 hours on a non-school day, and 40 hours during a non-school week. Further, children ages 14 and 15 may not work before 7 a.m. or after 7 p.m., except from June 1st through Labor Day, when they may work until 9 p.m. Federal law does not restrict the number of hours youth age 16 or older may work.

B. The Compensation Required by the FLSA for Child Workers

Under the FLSA, for children who decide to volunteer their services in Habitat ReStore operations without charge, no pay is required. However, for any child who is hired as an employee in a ReStore, either the current minimum wage of \$7.25 per hour must be paid, or the child must receive the “youth minimum wage.” The youth minimum wage allows employers to pay children a lower minimum wage of at least \$4.25 per hour for the first 90 days of employment. However, after 90 consecutive days of employment, the child must then receive at least the federal minimum wage of \$7.25 per hour.

C. The Types of Work Allowed to be Performed by Children

Under the FLSA, children ages 14 and 15 **may not** perform any of the following: **activities in warehouses (except office and clerical work); activities in connection with the maintenance or repair of an establishment, machines, or equipment; outside window washing that involves working from windowsills; work requiring the use of ladders, scaffolds, or their substitutes; activities involving the operation of power-driven machinery, such as golf carts, lawn mowers, trimmers, weed-eaters, and hoisting apparatus; activities that involve loading or unloading goods to or from trucks or conveyors;¹ and any activities declared to be hazardous by the U.S. Secretary of Labor.** Also, the FLSA specifically prohibits youth ages 14 and 15 from performing general construction or repair work.

However, children ages 14 and 15 **may** perform the following: **office and clerical work (including operating office machines); cashiering, selling, advertising, window trimming, and comparative shopping activities; work involving price marking and tagging by hand or by machine; activities that involve assembling orders; packing, shelving, or bagging goods; carrying out customer orders or purchases; inventory work; cleaning work (including the use of vacuum cleaners and floor waxers); painting activities; and maintenance work of the grounds (including landscaping work, but not including the use of power-driven mowers or cutters).**

All children under the age of 18 may not engage in certain activities that are considered to be too “hazardous” by the U.S. Secretary of Labor. Hazardous activities include the use of power tools or equipment, motor vehicles, demolition, roofing operations and all work on or about a roof (including all work on the ground related to roofing operations), and excavation operations. Further, youth should not engage in activities where they may be exposed to asbestos or lead paint hazards.

¹ The loading or unloading of personal non-power-driven hand tools, personal protective equipment, and personal items to and from motor vehicles is allowed under 29 CFR Part 570.34(k).

D. Exceptions

There are some exceptions to the FLSA's child labor rules. For example, students who are in an approved school-supervised and school-administered Work Experience and Career Exploration Program ("WECEP") may work during school hours for as many as 3 hours on a school day and 23 hours in a school week. Also, children who are in a bona-fide student apprenticeship or vocational program provided by their school may be allowed to do some of the normally prohibited activities (for example, carpentry students might be allowed to use power saws) if they are supervised by their teacher or a qualified instructor.

III. STATE CHILD LABOR LAWS

All states have youth employment provisions, compulsory school attendance laws, and laws that establish the minimum ages and conditions under which youth may work. These state laws may be more stringent than the FLSA's child labor laws. For example, the FLSA does not limit the number of hours or times of day that youth 16 years of age and older may legally work, yet many states specifically do so. Thus, all state child labor laws should be consulted by affiliates, because where state laws have higher standards than the FLSA, the more stringent state child labor law(s) may set the standard of care a court would use in the event that a youth is injured when volunteering in a Habitat ReStore operation.

IV. POLICY REGARDING YOUTH VOLUNTEERS IN HABITAT RESTORE OPERATIONS

Every Habitat ReStore operation is different. Some ReStore operations and/or the activities performed within those operations may present safety concerns for youth volunteers, while others may not. For example, a ReStore operation that consists solely of a thrift store with household goods may be a safer environment than a ReStore operation comprised of a warehouse with heavy materials and supplies stored on overhead shelves. Accordingly, each affiliate should be familiar with the FLSA child labor laws and adopt a clear policy regarding ReStore volunteers that (i) follows the FLSA age restrictions for warehouse and other dangerous activities; (ii) takes into account the nature of the affiliate's ReStore operations; and (iii) will protect the safety of youth volunteers.

Children age 16 and older likely can volunteer for most tasks in a Habitat ReStore operation, so long as the tasks do not involve any activities deemed hazardous by the U.S. Secretary of Labor (e.g. no power tools are being used, no roofing work is being done). In contrast, because the FLSA heavily regulates the work activities of children ages 14 and 15, the volunteer activities of such children in Habitat ReStore operations should also be more limited. **For example, children ages 14 and 15 should not perform tasks in any ReStore warehouses and should not load or unload goods for a ReStore operation from a truck or conveyor.** However, volunteer activities within the retail, office, or educational areas of your ReStore operation may be safe for youth volunteers. More specifically, children ages 14 and 15 may be able to safely perform the following: participate in or lead educational classes; clean displays and other areas; vacuum; assist customers; perform cashiering or other clerical functions (e.g. make copies, operate a computer, answer the phone, organize files); pack or bag items for customers; price-mark items; shelve items; organize or sort retail items (e.g. clothing, books); set up retail displays; inventory items; paint safe objects or items (e.g. paint baseboards, window frames, or door frames in a safe location); build mailboxes or flowerboxes for future Habitat homes in a safe location; and plant flowers or spread mulch outside of your ReStore operation. In addition, children ages 14 and 15 should only volunteer in your ReStore operation outside of school hours during the times of day and for the number of hours permitted by the FLSA.

Also, under the FLSA, children age 13 and under generally are not allowed to work. Therefore, these children should only volunteer in your ReStore operation if your affiliate has a policy in place that specifies volunteer activities that are appropriate for children age 13 and younger and the activities are performed under appropriate supervision in designated safe areas of your ReStore operation that are away from any potential hazards.

Finally, each child volunteer in your ReStore operation should be closely supervised to ensure the child is safe at all times. You may want to establish certain ratios for supervision, such as one adult for every two or three child volunteers in a HFH ReStore operation. Adequate training should also be provided for each child volunteer.

If you have any questions about the volunteer activities of youth in your affiliate's ReStore operation, please contact your local attorney or the HFHI Legal Department. Also, to learn about youth involvement on Habitat for Humanity worksites or youth involvement with Habitat's Neighborhood Revitalization Initiative ("NRI") activities, please view the HFHI Legal Department's Guidance Memo titled "Youth Involvement with HFH Worksites and NRI Activities" located on My.Habitat.

**For more information, please contact the Habitat for Humanity International, Inc. Legal Department.*

Youth Involvement with Habitat for Humanity Activities and Programs

| Habitat for Humanity Activity or Program | Youth Under the Age of 14 | Youth Ages 14 and 15 | | Youth Ages 16 and 17 | |
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| <i>A Brush With Kindness</i> ("ABWK") | Youth under the age of 14 should only volunteer for your affiliate if your affiliate has a policy in place that specifies volunteer activities that are appropriate for children under the age of 14 and the activities are performed under appropriate supervision in designated safe areas that are away from any potential hazards. | <u>MAY</u> - Build and/or paint flower boxes, mailboxes, or garden stones. - Clear lots or engage in other cleaning or clearing activities. - Help paint the exterior of the Habitat home. - Perform landscaping work or grounds maintenance. - Plant flowers or vegetables at the Habitat home. | <u>MAY NOT</u> - Be present on an active construction site or perform general construction or repair work. - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any activities the U.S. Secretary of Labor has said are too hazardous, including but not limited to: <ul style="list-style-type: none">• Using power tools or equipment, (e.g. saws, shearing machines, woodworking machines);• Driving a motor vehicle or being an outside helper on a motor vehicle, with the exception of incidental and occasional driving by youth age 17²;• Engaging in demolition activities;• Performing roofing operations and any work on or about a roof (including work on the ground that is related to the roof); and• Engaging in excavation operations. (the "Designated Hazardous Activities"). - Load or unload goods on or off trucks or conveyors, with limited exceptions. ³ | <u>MAY</u> - Engage in any ABWK activities allowed for youth ages 14 and 15, as well as engage in the following additional activities: <ul style="list-style-type: none">• Be present on an active construction worksite or perform general construction or repair work.• Operate Power-Driven Machinery such as lawn mowers, but not items designated as hazardous by the U.S. Secretary of Labor, such as saws, wood chippers, woodworking machines, or shearing machines. | <u>MAY NOT</u> - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any Designated Hazardous Activities. |

² Youth age 17 may drive motor vehicles on public roadways if: the vehicle does not exceed 6,000 pounds; the driving is restricted to daylight hours; the youth holds a State-issued driver's license for the type of driving involved; the driving does not involve towing, route deliveries or sales, urgent deliveries, or the transportation of more than 3 passengers; the driving performed does not involve more than 2 trips away from the place of work in a single day; the driving takes place within a 30-mile radius of the place of work; and the driving is only occasional and incidental to the work. See 29 CFR Part 570.52 (http://www.dol.gov/dol/allefr/ESA/Title_29/Part_570/29CFR570.52.htm) for additional information.

³ The loading or unloading of personal non-power-driven hand tools, personal protective equipment, and personal items to and from motor vehicles are allowed under 29 CFR Part 570.34(k).

| Habitat for Humanity Activity or Program | Youth Under the Age of 14 | Youth Ages 14 and 15 | | Youth Ages 16 and 17 | |
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| | | | <ul style="list-style-type: none"> - Operate power-driven machinery, including hoisting apparatus, golf carts, all-terrain vehicles, lawn mowers, cutters, weed-eaters, and trimmers (“Power-Driven Machinery”). - Work from ladders, scaffolds, or their substitutes. - Work from windowsills. | | |
| Repairs | Youth under the age of 14 should only volunteer for your affiliate if your affiliate has a policy in place that specifies volunteer activities that are appropriate for children under the age of 14 and the activities are performed under appropriate supervision in designated safe areas that are away from any potential hazards. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Assist in safe tasks to help insulate the home (e.g. help caulk air leaks). - Clear lots or engage in other cleaning or clearing activities. - Paint door frames, baseboards, or other components of the home off-site. - Perform landscaping work or grounds maintenance. | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Be present on an active construction site or perform general construction or repair work. - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any Designated Hazardous Activities. - Load or unload goods on or off trucks or conveyors, with limited exceptions.⁴ - Operate Power-Driven Machinery. - Work from ladders, scaffolds, or their substitutes. - Work from windowsills. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Engage in any Repair activities allowed for youth ages 14 and 15, as well as engage in the following additional activities: <ul style="list-style-type: none"> • Be present on an active construction site or perform general construction or repair work. • Operate Power-Driven Machinery such as lawn mowers, but not items designated as hazardous by the U.S. Secretary of Labor, such as saws, wood chippers, woodworking machines, or shearing machines. • Paint, on- or off-site. | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any Designated Hazardous Activities. |
| ReStores | Youth under the age of 14 should only volunteer for your affiliate if your affiliate has a policy in place that specifies volunteer activities that are appropriate | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Assist customers. - Carry out customer orders or purchases. - Clean areas such as displays and floors (may use vacuum cleaners and floor waxers). - Engage in landscaping work or grounds maintenance. | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Engage in activities involving the maintenance or repair of the ReStore facility or its equipment. - Engage in any Designated Hazardous Activities. - Load or unload goods on or off trucks or conveyors. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Engage in any ReStore activities allowed for youth ages 14 and 15, as well as engage in the following additional activities: | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Engage in any Designated Hazardous Activities. |

⁴ See Footnote 2 above.

| Habitat for Humanity Activity or Program | Youth Under the Age of 14 | Youth Ages 14 and 15 | | Youth Ages 16 and 17 | |
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| | for children under the age of 14 and the activities are performed under appropriate supervision in designated safe areas that are away from any potential hazards. | <ul style="list-style-type: none"> - Inventory items. - Organize or sort retail items. - Paint safe objects or items (e.g. paint baseboards, window frames, or door frames in a safe location). - Pack or bag goods. - Participate in or lead educational classes. - Perform cashiering, selling, advertising, window trimming, and comparative shopping activities. - Plant flowers or spread mulch outside of the ReStore. - Price mark or tag items by hand or by machine. - Perform office and clerical work (including operating office machines, making copies, operating the computer, answering the phone, organizing files, etc.). - Set up retail displays. - Shelf items. | <ul style="list-style-type: none"> - Operate Power-Driven Machinery. - Work from windowsills. - Work from ladders, scaffolds, or their substitutes. - Work in a ReStore warehouse. | <ul style="list-style-type: none"> • Load or unload goods to or from trucks or conveyors. • Operate Power-Driven Machinery such as lawn mowers, but not items designated as hazardous by the U.S. Secretary of Labor, such as saws, wood chippers, woodworking machines, or shearing machines. • Work in a ReStore warehouse. • Work on the maintenance or repair of the ReStore facility or its equipment. | |
| Weatherization | Youth under the age of 14 should only volunteer for your affiliate if your affiliate has a policy in place that specifies volunteer activities that are appropriate for children under the age of 14 and the activities are performed under appropriate supervision in designated safe areas that are away from any potential hazards. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Assist the affiliate with weatherization activities such as insulating pipes or sealing air leaks. - Develop a community garden under the Habitat for Humanity <i>Seeds of the Future</i> program. - Perform landscaping work or grounds maintenance. - Work with partner families, their own families, and/or neighbors to educate or assist them in creating energy-efficient lifestyles. | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Be present on an active construction site or perform general construction or repair work. - Engage in any Designated Hazardous Activities. - Load or unload goods on or off trucks or conveyors. - Operate Power-Driven Machinery. - Work from windowsills. - Work from ladders, scaffolds, or their substitutes. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Engage in any Weatherization activities allowed for youth ages 14 and 15, as well as engage in the following additional activities: <ul style="list-style-type: none"> • Assist in activities that include general construction and repair tasks. • Load or unload goods to or from trucks or conveyors. • Operate Power-Driven Machinery such as lawn mowers, but not items designated as hazardous | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Engage in any Designated Hazardous Activities. |

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| | | | | by the U.S. Secretary of Labor, such as saws, wood chippers, woodworking machines, or shearing machines. | |
| New Construction and Rehab Worksites | Youth under the age of 14 should only volunteer for your affiliate if your affiliate has a policy in place that specifies volunteer activities that are appropriate for children under the age of 14 and the activities are performed under appropriate supervision in designated safe areas that are away from any potential hazards. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Build mailboxes or flower boxes for a Habitat house. - Paint baseboards or door frames off-site before the items are put into the house. - Perform clean-up work (e.g. help with the cleaning of a house before the new homeowners move in). - Plant flowers around a new Habitat home. - Provide food for volunteers. - Help with house dedications. - Baby-sit for volunteers or partner families so that they can complete their sweat equity hours. - Fundraise or advertise for Habitat for Humanity by sponsoring activities such as car washes, recycling projects, walk-a-thons, and/or rent-a-teen programs. | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Be present on an active construction site or perform general construction or repair work. - Engage in any Designated Hazardous Activities. - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Load or unload goods on or off trucks or conveyors. - Operate Power-Driven Machinery. - Participate in a blitz build. - Work from windowsills. - Work from ladders, scaffolds, or their substitutes. | <p><u>MAY</u></p> <ul style="list-style-type: none"> - Engage in any New Construction and Rehab activities allowed for youth ages 14 and 15, as well as engage in the following additional activities: <ul style="list-style-type: none"> • Be present on an active construction site or perform general construction or repair work. • Load or unload goods to or from trucks or conveyors. • Operate Power-Driven Machinery such as lawn mowers, but not items designated as hazardous by the U.S. Secretary of Labor, such as saws, wood chippers, woodworking machines, or shearing machines. • Paint, on- or off-site. | <p><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Participate in a blitz build. - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any Designated Hazardous Activities. |

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| Youth under the age of 14 should only volunteer for your affiliate if your affiliate has a policy in place that specifies volunteer activities that are appropriate for children under the age of 14 and the activities are performed under appropriate supervision in designated safe areas that are away from any potential hazards. | <p style="text-align: center;"><u>MAY</u></p> <ul style="list-style-type: none"> - Assist the affiliate with weatherization activities such as insulating pipes or sealing air leaks. - Assist in safe tasks to help insulate a Habitat home (e.g. help caulk air leaks). - Assist ReStore customers. - Baby-sit for volunteers or partner families so that they can complete their sweat equity hours. - Build and/or paint flower boxes, mailboxes, or garden stones. - Carry out ReStore customer orders or purchases. - Clean areas of the ReStore such as displays and floors (may use vacuum cleaners and floor waxers). - Clear lots or engage in other cleaning or clearing activities (e.g. help with the cleaning of a house before the new homeowners move in). - Develop a community garden under the Habitat for Humanity <i>Seeds of the Future</i> program. - Fundraise or advertise for Habitat for Humanity by sponsoring activities such as car washes, recycling projects, walk-a-thons, and/or rent-a-teen programs. - Help paint the Habitat home. - Help with house dedications. - Inventory items in the ReStore. - Organize or sort ReStore retail items. - Pack or bag goods for ReStore customers. - Paint safe objects or items (e.g. paint door frames, baseboards, or other components of the Habitat home or ReStore in a safe location). - Participate in or lead educational classes. - Perform cashiering, selling, advertising, window trimming, and comparative shopping activities for the ReStore. - Perform landscaping work or grounds maintenance. - Perform office and clerical work (including operating office machines, making copies, operating the computer, answering the phone, organizing files, etc.). | <p style="text-align: center;"><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Be present on an active construction site or perform general construction or repair work. - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any activities the U.S. Secretary of Labor has said are too hazardous, including: <ul style="list-style-type: none"> • Using power tools or equipment, (e.g. saws, shearing machines, woodworking machines); • Driving a motor vehicle or being an outside helper on a motor vehicle, with the exception of incidental and occasional driving by youth age 17⁵; • Engaging in demolition activities; • Performing roofing operations and any work on or about a roof (including work on the ground that is related to the roof); and • Engaging in excavation operations. (the “Designated Hazardous Activities”). - Engage in activities involving the maintenance or repair of a ReStore facility or the maintenance or repair of machines or equipment. - Load or unload goods on or off trucks or conveyors, with limited exceptions.⁶ - Operate power-driven machinery, including hoisting apparatus, golf | <p style="text-align: center;"><u>MAY</u></p> <ul style="list-style-type: none"> - Engage in any activities allowed for youth ages 14 and 15, as well as engage in the following additional activities: <ul style="list-style-type: none"> • Be present on an active construction worksite. • Load or unload goods to or from trucks or conveyors. • Operate Power-Driven Machinery such as lawn mowers, but not items designated as hazardous by the U.S. Secretary of Labor, such as saws, wood chippers, woodworking machines, or shearing machines. • Perform general construction or repair work. • Work in a ReStore warehouse. • Work on the maintenance or repair of the ReStore facility or its equipment. | <p style="text-align: center;"><u>MAY NOT</u></p> <ul style="list-style-type: none"> - Engage in activities where the youth could be exposed to asbestos or lead paint hazards. - Engage in any Designated Hazardous Activities. - Participate in a blitz build. |

⁵ Youth age 17 may drive motor vehicles on public roadways if: the vehicle does not exceed 6,000 pounds; the driving is restricted to daylight hours; the youth holds a State-issued driver’s license for the type of driving involved; the driving does not involve towing, route deliveries or sales, urgent deliveries, or the transportation of more than 3 passengers; the driving performed does not involve more than 2 trips away from the place of work in a single day; the driving takes place within a 30-mile radius of the place of work; and the driving is only occasional and incidental to the work. See 29 CFR Part 570.52 (http://www.dol.gov/dol/allefr/ESA/Title_29/Part_570/29CFR570.52.htm) for additional information.

⁶ The loading or unloading of personal non-power-driven hand tools, personal protective equipment, and personal items to and from motor vehicles is allowed under 29 CFR Part 570.34(k).

| Youth Under the Age of 14 | Youth Ages 14 and 15 | | Youth Ages 16 and 17 | |
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| | <ul style="list-style-type: none"> - Plant flowers or vegetables or spread mulch at the Habitat home or ReStore. - Price mark or tag items by hand or by machine in the ReStore. - Provide food for volunteers. - Set up retail displays in the ReStore. - Shelf items in the ReStore. - Work with partner families, their own families, and/or neighbors to educate or assist them in creating energy-efficient lifestyles. | carts, all-terrain vehicles, lawn mowers, cutters, weed-eaters, and trimmers (“Power-Driven Machinery”). <ul style="list-style-type: none"> - Participate in a blitz build. - Work from ladders, scaffolds, or their substitutes. - Work in a ReStore warehouse or any other type of warehouse. - Work from windowsills. | | |