

# NOT A WORK PERMIT

STATE OF CALIFORNIA

DEPARTMENT OF EDUCATION

## STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT— CERTIFICATE OF AGE

CDE B1-1 (Rev. 07-10)

A "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT—CERTIFICATE OF AGE" form (CDE B1-1) shall be completed in accordance with California *Education Code* 49162 and 49163 as notification of intent to employ a minor. This form is also a Certificate of Age pursuant to California *Education Code* 49114.

(Print Information)

### Minor's Information

_____ Minor's Name (First and Last)		_____ Home Phone	
_____ Birth Date	_____ Social Security Number	_____ Grade	_____ Age
_____ Home Address		_____ City	_____ Zip Code

### School Information

_____ School Name		_____ School Phone	
_____ School Address		_____ City	_____ Zip Code

### To be filled in and signed by employer. (Please review the General Summary of Minors' Work Regulations on reverse.)

_____ Business Name or Agency of Placement		_____ Business Phone	_____ Supervisor's Name
_____ Business Address		_____ City	_____ Zip Code

Describe nature of work to be performed: \_\_\_\_\_

*In compliance with California labor laws, this employee is covered by worker's compensation insurance. This business does not discriminate unlawfully on the basis of race, ethnic background, religion, sex, sexual orientation, color, national origin, ancestry, age, physical handicap, or medical condition. I hereby certify that, to the best of my knowledge, the information herein is correct and true.*

_____ Employer's Name (Print First and Last)	_____ Employer's Signature	_____ Date
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### To be filled in and signed by parent or legal guardian

*This minor is being employed at the place of work described with my full knowledge and consent. I hereby certify that to the best of my knowledge and belief, the information herein is correct and true. I request that a work permit be issued.*

_____ Parent or Legal Guardian's Name (Print First and Last)	_____ Parent or Legal Guardian's Signature	_____ Date
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### For authorized work permit issuer use ONLY

Maximum number of hours of employment when school is in session:

_____ Mon	_____ Tue	_____ Wed	_____ Thu	_____ Fri	_____ Sat	_____ Sun	_____ Total
_____ Proof of Minor's Age (Evidence Type)				<b>Check Permit Type:</b>			
_____ Verifying Authority's Name and Title (Print)				<input type="checkbox"/> * Full-time		<input type="checkbox"/> *** Work Experience	
_____ Verifying Authority's Signature				<input type="checkbox"/> ** Workability		Education, Vocational	
				<input type="checkbox"/> Restricted		Education, or Personal	
				<input type="checkbox"/> General		Attendant	

\*EC 49130 | \*\*Permit Type defined by local school | \*\*\*Special Education Grant

Copy—District or County Superintendent; Employer; Parent or Legal Guardian

(Over)

# NOT A WORK PERMIT

## STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT—

### CERTIFICATE OF AGE

CDE B1-1 (Rev. 07-10)

#### General Summary of Minors’ Work Regulations

FLSA-Federal Labor Standards Act, CDE-California Department of Education, EC-California Education Code, LC-California Labor Code, CFR-California Federal Regulations

- **If federal laws, state laws, and school district policies conflict, the more restrictive law (the one most protective of the minor) prevails. (FLSA)**
  - Employers of minors required to attend school must complete a “Statement of Intent to Employ a Minor and Request for Work Permit” (CDE B1-1) for the school attendance for each such minor. (EC 49162)
  - Employers must retain a “Permit to Employ and Work” (CDE B1-4) for each such minor. (EC 49161)
  - Work permits (CDE B1-4) must be retained for three years and be available for inspection by sanctioned authorities at all times. (EC 49164)
  - A work permit (CDE B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. (EC 49164)
  - A day of rest from work is required in every seven days, and shall not exceed six days in seven. (LC 551, 552)
- Minors under the age of 18 may not work in environments declared hazardous or dangerous for young workers, examples listed below: (LC 1294.1 and 1294.5, 29 CFR 570 Subpart E)
1. Explosive exposure
  2. Motor vehicle driving/outside helper
  3. Roofing
  4. Logging and sawmilling
  5. Power-driven woodworking machines
  6. Radiation exposure
  7. Power-driven hoists/forklifts
  8. Power-driven metal forming, punching, and shearing machines
  9. Power saws and shears
  10. Power-driving meat slicing/processing machines

#### HOURS OF WORK

16 & 17 Year Olds	14 & 15 Year Olds	12 & 13 Year Olds
Must have completed 7 <sup>th</sup> grade to work while school is in session. (EC 49112)	Must have completed 7 <sup>th</sup> grade to work while school is in session (EC 49112)	Labor laws generally prohibit non-farm employment of children younger than 14. Special rules apply to agricultural work, domestic work, and the entertainment industry. (LC 1285–1312)

#### School In Session

4 hours per day on any schoolday (EC 49112; 49116; LC 1391) 8 hours on any non-schoolday or on any day preceding a non-schoolday. (EC 49112; LC 1391) 48 hours per week (LC 1391) WEE students & personal attendants may work more than 4 hours on a schoolday, but never more than 8. (EC 49116; LC 1391, 1392)	3 hours per schoolday outside of school hours (EC 49112, 49116; LC 1391) 8 hours on any non-schoolday No more than 18 hours per week (EC 49116; LC 1391) WEE students may work during school hours & up to 23 hours per week. (EC 49116; LC 1391)	2 hours per schoolday and a maximum of 4 hours per week. (EC 49112)
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#### School Not In Session

8 hours per day (LC 1391, 1392) 48 hours per week (LC 1391)	8 hours per day (LC 1391, 1392) 40 hours per week (LC 1391)	8 hours per day (LC 1391, 1392) 40 hours per week (LC 1391)
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#### Spread of Hours

5 a.m.–10 p.m. However, until 12:30 a.m. on any evening preceding a non-schoolday (LC 1391) WEE students, with permission, until 12:30 a.m. on any day (LC 1391.1) Messengers: 6 a.m.–9 p.m.	7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)	7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)
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**For more information** about child labor laws, contact the U.S. Department of Labor at <http://www.dol.gov/>, and the State of California Department of Industrial Relations, Division of Labor Standards Enforcement at <http://www.dir.ca.gov/DLSE/dlse.html>.