



PARENT/SCHOOL AUTHORIZATION

For parents or legal guardians and school officials to indicate approval for
a minor employee to work according to the terms listed by the employer.

Email: teensafety@Lni.wa.gov OR web page: www.TeenWorkers.Lni.wa.gov

THIS IS NOT A MINOR WORK PERMIT

*Employers must have a minor work permit endorsement on their Master Business License for
each workplace with employees under age 18 and renew it each year.*

See www.DoL.wa.gov/forms/700028.html

This form is to be kept on file by the employer at the minor's workplace and be available for departmental audit. Additionally, the employer must renew this parent/school authorization by September 30 of each year or when work schedule changes.

Name of minor:			Name of minor's school: (If home schooled, please note)		
Minor's address:			School's address:		
City	State	ZIP	City	State	ZIP
Minor's Birth Date			Date	Signature of MINOR EMPLOYEE:	
(Must be accompanied by proof) Month Day Year					

Wage <i>per hour</i> to be paid: \$	Number of working days per week :	Is minor employed at any other job? ☐ Yes ☐ No	If answered as "yes", list total hours worked <i>per week</i> at other job:
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Maximum number of work hours during SCHOOL year

Max. hours to be worked <i>PER DAY</i> :	
Monday - Thursday	_____
Friday - Sunday	_____
Max. hours to be worked <i>PER WEEK</i> :	
Weekly max: _____	

Maximum number of work hours during NON-SCHOOL year

Max. hours to be worked <i>PER DAY</i> :	
Monday - Thursday	_____
Friday - Sunday	_____
Max. hours to be worked <i>PER WEEK</i> :	
Weekly max: _____	

Start and Quit time during SCHOOL year

<i>Earliest start</i> time	
Monday-Sunday	am-pm: _____
<i>Latest quit</i> time	
Sun- Thursday	am-pm: _____
Friday - Saturday	am-pm: _____

Start and Quit time during NON-SCHOOL year

<i>Earliest start</i> time	
Monday-Sunday	am-pm: _____
<i>Latest quit</i> time	
Sun- Thursday	am-pm: _____
Friday - Saturday	am-pm: _____

JOB DUTIES FOR MINOR EMPLOYEE:

Name of BUSINESS	Telephone number	9-Digit UBI & 3-Digit Number for business location		
Business Address		City	State	ZIP+4

Location address of *minor's* workplace:

City		State	ZIP	Expiration date of minor work permit endorsement:
Date	Title	Signature of EMPLOYER REPRESENTATIVE/ Print Name		

PARENTS: To get a copy of the prohibited duties and other child labor provisions, contact L&I by phone or email listed on the front of this form or via the internet at, www.TeenWorkers.Lni.wa.gov.

PADRES: Si tiene preguntas o necesita información en español sobre este formulario u otros requisitos para los trabajadores adolescentes, por favor vaya a www.Lni.wa.gov/Spanish/WorkplaceRights/TeenWorkers o llame al 1-866-219-7321.

For translation help in any other language, please call 1-866-219-7321 and press 0.

PARENTAL AUTHORIZATION

(These sections to be completed by the minor's parent or guardian and school after employer completes top portion.)

I CONSENT TO ALLOW THE MINOR LISTED TO BE EMPLOYED AT THE OCCUPATION AND UNDER THE CONDITIONS STATED ABOVE		
Date	Telephone Number	Signature of PARENT or GUARDIAN/ Print Name

SCHOOL AUTHORIZATION (when school is in session)

THE STATED HOURS OF EMPLOYMENT MEET THE REQUIREMENTS OF SCHOOL ATTENDANCE REGULATIONS AND ARE HEREBY APPROVED			
Date	Telephone Number	Title:	Signature of SCHOOL AUTHORITY/ Print Name

Note: The school may limit the hours of work for a student according to how the student will be affected by working too many hours, e.g., homework, attendance, etc. and may reduce and approve fewer hours than the rules allow or requested by the employer or parent.

EMPLOYER SIGNATURE

Date	Telephone Number	Title:	Signature of EMPLOYER REPRESENTATIVE/ Print Name
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EMPLOYEE SIGNATURE

Date	Telephone Number	Signature of EMPLOYEE/ Print Name
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Optional School Week Special Variance Authorization (Non-agricultural Employment Only) For 16- and 17-year-old Minors

Please check if planning to use the Special Variance for additional school-week work hours:

☐ Yes ☐ No

A **Special Variance** allows a 16- or 17-year old minor to work up to 28 hours per week with 6-hour shifts during the school week **with approval of the authorized school official and the parent**. This authorization must be signed by the employer, the minor, the minor's authorized school official [pursuant to WAC 296-125-070(3)], and the minor's parent or legal guardian. **School officials should not sign the Special Variance if a review of the student's progress indicates the additional work hours will be detrimental to the minor's academic education.** Please note that the employer must renew this form each year.

General Information on Hours of Work Allowed For Minors

Once this form has been signed by parents and school, parents may keep the chart of work hours below for their reference. For more information, email teensafety@Lni.wa.gov or visit the Teen Workers website at www.TeenWorkers.Lni.wa.gov

Hours and Schedules Minors are Permitted to Work in Non-agricultural Jobs					
	Hours a Day	Hours a Week	Days a Week	Begin	Quit
14- and 15-year-olds					
School weeks	3 hours (8 hours Sat. - Sun.)	16 hours	6 days	7 a.m.	7 p.m.
Non-school weeks	8 hours	40 hours	6 days	7 a.m.	7 p.m. (9 p.m. June 1 to Labor Day)
16- and 17-year-olds					
School Weeks	4 hours (8 hours Fri. - Sun.)	20 hours	6 days	7 a.m.	10 p.m. (Midnight Fri. - Sat.)
School weeks with a special variance from school	6 hours (8 hours Fri. - Sun.)	28 hours	6 days	7 a.m.	10 p.m. (Midnight Fri. - Sat.)
Non-school weeks	8 hours	48 hours	6 days	5 a.m.	Midnight
- An adult must supervise minors working after 8 p.m. in service occupations, such as restaurants and retail businesses. - Overtime rules apply for all hours worked over 40 in one week. - These rules also apply to home-schooled teens.					

Hours and Schedules Minors are Permitted to Work in Agricultural Jobs					
	Hours a Day	Hours a Week	Days a Week	Begin	Quit
12- and 13-year-olds					
Non-school weeks	8 hours	40 hours	6 days	5 a.m.	9 p.m.
Note: 12- and 13-year-olds are allowed to work only during non-school weeks hand-harvesting berries, bulbs, cucumbers and spinach.					
14- and 15-year-olds					
School weeks	3 hours 8 hours Non-school days	21 hours	6 days	7 a.m. (6 a.m. in animal agriculture and irrigation)	8 p.m.
Non-school weeks	8 hours	40 hours	6 days	5 a.m.	9 p.m.
* Exception: 14- and 15-year-olds are allowed to work 7 days a week in dairy, livestock, hay harvest and irrigation during school and non-school weeks.					
16- and 17-year-olds					
School weeks	4 hours 8 hours Non-school days	28 hours	6 days	5 a.m.	10 p.m. (No later than 9 p.m. on more than 2 consecutive nights before a school day.)
Non-school weeks	10 hours	50 hours (60 hours per week in mechanical harvest of peas, wheat and hay)	6 days	5 a.m.	10 p.m.
* Exception: 16- and 17-year-olds are allowed to work 7 days a week in dairy, livestock, hay harvest and irrigation during school and non-school weeks.					