REQUEST FOR WORK PERMIT AND STATEMENT OF INTENT TO EMPLOY MINOR (B1-1)

THIS DOCUMENT IS NOT A WORK PERMIT POWAY UNIFIED SCHOOL DISTRICT 13626 Twin Peaks Road, Poway, California 92064-3034 See Reverse Side for Pertinent State and Federal Regulations Note: No carbon required.

1. STATEMENT OF EMPLO	YER –	l intend	d to en	nploy											
MINOR'S NAME			HOME ADDRESS					CITY			ZIP CODE	CODE TEL.			
NAME OF BUSINESS			BUSINESS ADDRESS					CITY			ZIP CODE	DE BUS. TEL.			
TYPE OF BUSINESS KIND OF WORK MINOR WILL DO						DATE HIRED									
NAME AND TITLE OF SUPERVISOR														Does Student	
EMPLOYMENT - SEE REVERSE SIDE RE HOURS					SUN.	TOTAL HOURS PER WEEK WAGES PER HOUR								_ Work After 10 p.m.?	
TOTAL HOURS OF					50N.								Yes No		
EMPLOYMENT PER DAY EMPLOYER'S WORKER'S COMPENSATION CARF							SIGNATURE OF EMPLOYER								
						X									
2. STATEMENT OF PARENT OR GUARDIAN REGARDIN NAME OF SCHOOL SEX SOCIALS					URITY N		GB4	ADE LEVEL	AGE	DATE	OF BIRTH	BIBTH	IPLACE (SI	tate)	
		0EX	-	-	-				DATE		Birth	- ()			
THIS EMPLOYMENT MEETS MY APPROVAL	IGNATURE A	ND RELATIC	NSHIP (Mot	her, Father, or Gua	rdian)							DATE			
□ YES □ NO 3	ĸ														
3. STATEMENT BY SCHOO	DL OFF	ICIAL													
TYPE OF STUDENT		PF	ROOF OF	AGE	REMARKS										
Regular			ert												
Work Exp. Ed.			lecord												
(as verified by)															
☐ Other		Other .													
This is to certify that the above information agrees with the records of this school.					SIGNA	TURE OF SCH	HOOL C	OFFICIAL					DATE		
PUSD A-36/5.16 (Rev. 9/01)					^	Distribution: WHITE – Partners in Education YELLOW – Employer PINK – School									
						IIFIED SCHOOL DISTRICT See Reverse Side for Pertinent Road, Poway, California 92064-3034 State and Federal Regulations Note: No carbon required. Note: No carbon required.									
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MINOR'S NAME			ME ADDRES		CITY			ZIP CODE			TEL.				
NAME OF BUSINESS	DU	SINESS ADD	DESS		CITY				ZIP CODE		BUS. TEL.				
NAME OF BUSINESS			SINE 33 ADL		CITY						1503. TEL				
TYPE OF BUSINESS KIND OF WORK MINOR WILL DO						DATE HIRE						2			
NAME AND TITLE OF SUPERVISOR														Does Student	
EMPLOYMENT – SEE REVERSE SIDE RE HOURS	6					TOTAL HOURS PER WEEK WAGES PER H						RHOUR	Work After 10 p.m.?		
TOTAL HOURS OF M T W			H F	SAT.	SUN.										
EMPLOYMENT PER DAY						SEE REVERSE SIDI						E RE WAG	RE WAGES Yes No		
EMPLOYER'S WORKER'S COMPENSATION CARF	RIER					SIGNATURE	EOFE	MPLOYER							
2. STATEMENT OF PAREN		GUARD	IAN RE	GARDING	G MIN										
NAME OF SCHOOL								RADE LEVEL AGE		DATE OF BIRTH		BIRTH	BIRTHPLACE (State)		
THIS EMPLOYMENT MEETS MY APPROVAL SIGNATURE AND RELA			ATIONSHIP (Mother, Father, or Guard								DATE				
□YES □NO X															
3. STATEMENT BY SCHOO	OL OFF	ICIAL													
TYPE OF STUDENT			ROOF OF	AGE		REMARKS									
Regular		Birth C	Birth Cert												
□ Work Exp. Ed. (as verified by)															
(as verified by)	SCN. K	lecord													
□ Other	Other .			0.5	SIGNATURE OF SCHOOL OFFICIAL DATE										
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Laws and Agencies Controlling Employment of Minors

Most California employers are governed not only by state child labor laws but by the child labor provisions of the federal Fair Labor Standards Act (FLSA). When federal and state laws both apply, the more restrictive law prevails.

FLSA sets basic minimum ages of 16 for general employment and 18 for occupations declared particularly hazardous for young workers. Persons younger than 16 are allowed to work only in limited, specified occupations which exclude baking, manufacturing, processing, construction, warehouse, and transportation occupations. (See U. S. Department of Labor (DOL) Child Labor Bulletins 101 and 102.)

1. Federal and state law generally prohibit nonfarm employment of children younger than 14. Special rules apply to

Children generally must attend school until age 18 unless they are 16 or older and have graduated from high school

or received a state Certificate of Proficiency. Employers of minors required to attend school must have a "Statement of Intent to Employ Minor and Request for

Work Permit" (Form B I - I) on file with the school district of attendance for each such minor and must themselves

have on file for each minor a "Permit to Employ and Work" (Form B 1-4). Records are to be open at all times for

Federal Regulations

When school is in session: daily maximum 3 hours, weekly maximum 18 hours, except 23 hours if

during school hours except in Work Experience Education program.) When school is not in session: daily maximum 8 hours and weekly maximum 40 hours.

Work must be performed between 7 a.m. and 7 p.m. except June 1 through Labor Day when the hour is

inspection by school authorities and officers of the Division of Labor Standards Enforcement.

student is in Work Experience Education program. (Generally may not work

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Same as for adult-state child labor standard prevails.

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California law also sets out minimum ages, as summarized below, and restricts or prohibits employment of specified age groups of minors in specified hazardous occupations. (See "California Child Labor Laws 1995-96," a publication of the California Division of Labor Standards Enforcement.)

Information on federal labor laws is available from the DOL's Wage and Hour Division, Employment Standards Administration, Information on state child labor laws is available from the Division of Labor Standards Enforcement, Both the federal and state agencies have offices in several California cities.

Summary of Minors' Work Regulations

14-15

- 4. A work permit must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor
- Labor laws applicable to adult employees are also generally applicable to minor employees, including workers' compensation insurance requirem
- 6. Child labor laws do not generally apply to minors who deliver newspapers or work at odd jobs, such as yard work and baby-sitting or in private homes where the minor is not regularly employed.
- 7. Hours of work: (When federal and state laws both apply, the more restrictive law prevails.)

Age State Law

- 12-13 Cannot work on schooldays. When school is not in session: daily maximum 8 hours, weekly maximum 40 hours.
- Four (4) hours per day on any schoolday. Eight (8) hours on any nonschoolday or on any day that precedes a non-schoolday. May be permitted to work 48 hours per week. Maximum hours vary per school district policy. 16-17 Work Experience Education student may be permitted to work a maximum of 8 hours on a schoolday. High school graduates and state Certificate of Proficiency recipients are treated as adults.
 - 12-13 Work must be performed between 7 a.m. and 7 p.m. except June I through Labor Day when the hour is extended until 9 p.m.
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Work must be performed between 5 a.m. and 10 p.m. except that work may extend to one-half hour past midnight on nights preceding non-schooldays. Student in Work Experience Education program may be autho-16-17 rized to work until one-half hour past midnight on nights preceding schooldays.

13. Manufacturing brick, tile products

*14. Power saws and shears

*17. Excavation operation

*16. Roofing

15. Wrecking, demolition

9. A day of rest from work is required if the total hours worked per week exceed 30 or if more than 6 hours are worked on any one day during the week. 10. Prohibited hazardous occupations for minors under 18 by the federal and state law:

1. Explosives

Age

12-13

14-15

16-17

14-15

16-17

8. Spread of hours: 12-13

- 2. Motor vehicle driving/outside helper
- 3. Coal mining
- Logging and sawmilling
 Power-driven woodworking machines

(See 1, above)

extended until 9 p.m.

- 6. Radiation exposure
- *8. Power-driven metal forming, punching, and shearing machines 9. Other mining *10. Power-driven meat slicing/processing machines and meat slaughtering 11. Power baking machines

7. Power-driven hoists/forklifts

- *12. Power-driven paper products/paper-baling machines

*See U.S. Department of Labor Bulletin 101, "Child Labor Requirements in Nonagricultural Occupations Under the Fair Labor Standards Act," for apprentice and student-learner exemptions.

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Administration. Information on state child labor laws is available from the Division of Labor Standards Enforcement.

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- Children generally must attend school until age 18 unless they are 16 or older and have graduated from high school 2. or received a state Certificate of Proficiency.
- Employers of minors required to attend school must have a "Statement of Intent to Employ Minor and Request for 3. Work Permit" (Form B 1-1) on file with the school district of attendance for each such minor and must themselves have on file for each minor a "Permit to Employ and Work" (Form B 1-4). Records are to be open at all times for inspection by school authorities and officers of the Division of Labor Standards Enforcement

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