

_ Regular

_ Vacation

Fremont Union High School District

Statement of Intent to Employ Minor and Request for Work Permit

For Office Use Only
Pick Up Date & Time:
____/____

<u>Notice</u>: This is NOT a Work Permit! Please submit this completed form to the District Office. Current processing time is two (2) days.

ection 1: For Minor to Complete				
				20
Print Minor's LAST Name	Print Minor's FIRST Name	Social Security Number		
W Olyand Address				_ ()
Home Street Address	City	Zip Minor's e-mail	address	Home Phone Number
Cupertino High School	10100 Finch Avenue	Cupertino, CA		408-366-7300
School Name	School Stre	et Address	Zip Sch	ool Phone Number
Graduation Year:	Student's Sigr	nature:		
			_	
Section 2: For Employer to Compl	ete			
Business Name	Business Stre	et Address	City	Zip
() -				\$.
Business Phone Mino	or's Work Duties			Hourly Wage
D1'- Waylana' Company	· · · · · · · · · · · · · · · · · · ·			
Employer's Workers' Compens Maximum number of hours of	-			
Mon.: Tues.: W			Cara . Was	1-1 Total
This business does not disc orientation, color, national to be best of my knowledge	origin, ancestry, age, phys	sical handicap, or med		
Supervisor's Signature		Print Supervisor's N		
Section 3: For Parent or Legal Gua	ardian to Complete			
This minor is being employer hereby certify that, to the a work permit be issued. In addition to this employer, my	e best of knowledge, the		s correct and tr	ue. I request that
Signature of Parent or Legal (Guardian Prin	nt Name of Parent or Lega	l Guardian	Date
Section 4: For School District to Co	amplete .			
	ompiete			

Date Received: _

_ Date Processed:

_ Work Experience

Agency Controlling Employment of Minors

State Child Labor Laws and the Child Labor Provisions of the Federal Fair Labor Standards Act (FLSA) govern most California employers. If Federal Laws, State Laws, and School District Policies conflict, the more restrictive law, that which is most protective of the employee, prevails.

Summary of Minors' Work Regulations

Generally, minors must attend school until age 18, unless they are 16 years or older and have graduated from high school or received a State Certificate of Proficiency.

Minors under the age of 18 may not work in occupations declared hazardous for young workers as listed below:

- 1) Explosives
- 2) Motor vehicle driving/outside helper
- 3) Coal mining
- 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) Other mining

- 10) Power-driven meat slicing/processing
- 11) Power baking machines
- 12) Power-driven paper products/paper bailing
- 13) Manufacturing brick, tile products
- 14) Power saws and shears
- 15) Wrecking, demolition
- 16) Roofing
- 17) Excavation operation

For more information about hazardous occupations, contact the U.S. Department of Labor (Child Labor Bulletins 101 and 102) and the California Department of Industrial Relations, Division of Labor Standards Enforcement. Regional offices are located in several California cities. They are listed in "Government Listings" section of telephone directories.

Labor laws set the basic minimum age of 16 years for general employment. Persons younger than 16 years are allowed to work only in limited, specified occupations which include baking, manufacturing, processing, construction, warehouse, and transportation occupations.

Labor laws applicable to adult employees are also generally applicable to minor employees, including workers' compensation insurance requirements.

Child Labor laws do not generally apply to minors who deliver newspapers or work at odd jobs, such as yard work or baby-sitting, or in private homes where the minor is not regularly employed.

Employers of minors required to attend school must complete a "Statement of Intent to Employ Minor and Request for Work Permit" (form B1-1) for the school district of attendance for each minor. Employers must themselves have on file for each such minor a "Permit to Employ and Work" (form B1-4). Work permits (B1-4) must be kept for three years and be open at all times for inspection by sanctioned authorities.

A work permit (B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor.

Hours of Work Summary

	Ages 16 and 17 Must have completed 7th grade to work while school is in session. (Ed Code 49112)	Ages 14 and 15 Must have completed 7th grade to work while school is in session. (Ed Code 49112)	Ages 12 and 13
School in Session	4 hours per day on any school day. 8 hours on any non-school day or on any day preceding a non-school day. 48 hours per week. Work Experience Education (WEE) students and personal attendants may work more than 4 hours on a school day, but never more than 8 hours.	3 hours per day on any school day, outside of school hours. 8 hours on any non-school day. 18 hours per week. Work Experience students may work during school hours and up to 23 hours per week.	May be employed only during school holidays and vacations (usually construed to include weekends). May never be employed on a school day, either before or after school. Daily and weekly hour maximums while school is in session are not specified in statute, but may not exceed the maximum allowed when school is not in session or the maximum is stated on the permit. Not eligible for WEE programs.
School Not in Session	8 hours per day. 48 hours per week.	8 hours per day. 40 hours per week.	8 hours per day. 40 hours per week.
Spread of Hours	5 a.m 10 p.m. However, until 12:30 a.m. on any evening preceding a non-school day. WEE students, with permission, until 12:30 a.m. on any day. 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.	7 a.m 7 p.m., except that from June 1 through Labor Day, until 9 p.m.

Signature of Employer	Printed Name of Employer	Date
nave read the above information.		