

- ALL MINORS AGES 12 THROUGH 17 MUST HAVE A "PERMIT TO EMPLOY AND WORK" ON FILE WITH THE EMPLOYER DURING THE TERM OF THE EMPLOYMENT. THIS PERMIT IS RETURNED TO THE MINOR UPON TERMINATION.
- Minors 14 through 17 years of age must have a "Request for Work Permit and Statement of Intent to Employ Minor" (B1-1) on file with the school district of attendance when working on school days.
 - Minors to age 18 who have not graduated are required to attend school a minimum of four (4) hours per week. See the face of the permit for hours this minor can work.
 - Students in approved work experience education programs may work up to 8 hours per day on days school is in session. An agreement must be on file for work experience education exemptions.
 - All labor laws applicable to other employees of the business will apply to the minors' employment.
 - Workers' Compensation Insurance is required for the student when these provisions of law apply to your industry.
 - Minors exempt from the permit regulations are those working at newspaper delivery or babysitting and agricultural workers working on premises owned or operated by the parent or guardian.
 - Minors are not permitted to work in the following occupations: (FLSA)*
 1. Explosives
 2. Motor vehicles
 3. Coal mining
 4. Logging and sawmilling
 5. Power-driven wood-working machines
 6. Radiation exposure
 7. Power-driven hoists
 8. Power-driven metal forming, punching, and shearing mach.
 9. Other mining
 10. Slaughtering, meat packing
 11. Power bakery machines
 12. Power-driven paper prod. machines
 13. Mfg. brick, tile products
 14. Power saws and shears
 15. Wrecking, demolition
 16. Roofing
 17. Excavation operations

- Exemptions are available for Order Nos. 3, 7, 8, 10, 12, 14, 16, and 17 when an agreement is on file with the school indicating the student is in an approved work experience education program and the tasks are incidental to regular employment. (FLSA)*
- Student ages and hours per day and per week:

Age	Nonschool days	School days
12-13	8 per day/40 per week (IWC jobs only)	0 per day/0 per week
14-15	8 per day/40 per week	3 per day/18 per week (FLSA)*
14-15	8 per day/40 per week	4 per day/28 per week (IWC)*
16-17	8 per day/48 per week	4 per day/28 per week (IWC)*

- A day of rest from work is required if the total hours employed per week exceed 30 hours or if more than 8 hours are worked on any one day during the week (school attendance is not considered employment).
- Minor's work must be performed between specified hours:
 - 12-13 years, 5 a.m. to 10 p.m. on nonschool days only (IWC jobs only)
 - 14-15 years, 7 a.m. to 7 p.m. (6 a.m.-10 p.m. IWC jobs) (Summer 6/1--Labor Day, 7 a.m.-9 p.m.-FLSA)*
 - 16-17 years, 5 a.m. to 10 p.m. (12:30 a.m. when no school next day IWC)*
- Students in approved work experience education programs may work on school days to 12:30 a.m. Parental and school permission are required and the adult minimum wage must be paid for the hours from 10:00 p.m. to 12:30 a.m.
- The prevailing minimum wage for the business must be paid to the minor. Check with IWC or FLSA for rates in your business.

*When regulations of two enforcement agencies differ, the more restrictive regulation applies. Either the Industrial Relations Division of the Industrial Welfare Commission (IWC) or the U.S. Department of Labor-Fair Labor Standards Act (FLSA) can assist you in determining when a regulation applies to your industry.

NOT A WORK PERMIT

CALIFORNIA STATE DEPARTMENT OF EDUCATION

Form No. B1-1 (Rev. 1-76)

Request for Work Permit and Statement of Intent to Employ Minor

TYPE OF STUDENT:

Name of minor (last name first)		Sex	Social Security Number			<input type="checkbox"/> Regular <input type="checkbox"/> Work Exp. Ed. <input type="checkbox"/> Vacation employee <input type="checkbox"/> Exempted student
Street address		City	ZIP code	County	Home phone	
Age of minor	Date of birth	Proof of age accepted	School district			
School of attendance		School address		ZIP code	School phone	
Name of company (Employer)		Street		ZIP code		
		City				
Employer's phone number	Kind of work minor to perform		Employer's signature			
Starting wages	Employer's Workers' Compensation Carrier					
Hours of employment (per day):						
Monday through Friday		Saturday		Sunday		Weekly total

PARENT'S SIGNED STATEMENT

This minor is being employed at work described hereon with my full knowledge and consent, and I request a work permit be issued.

Date _____ Signature of parent or guardian _____

(over)