STATE OF CALIFORNIA DEPARTMENT OF EDUCATION

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

CDE Form B1-1 (Rev. 02-14)

A "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT–CERTIFICATE OF AGE" form (CDE Form 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 | Grade

Home Address | City | Zip Code

Birth Date | Social Security Number | Age | Student's Signature

## School Information

MAYFAIR HIGH SCHOOL (School Name) | 562-925-9981 (School Phone)

6000 N. WOODRUFF AVE. (School Address) | LAKEWOOD, CA (City) | 90713 (Zip Code)

## 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.*

Parent's Name (*Print First and Last*) | Parent's Signature | Date

## To be filled in and signed by employer

Business Name or Agency of Placement | Business Phone | Supervisor's Name

Business Address | City | Zip Code

Employer's Maximum Expected Work Hours: _____ hours per day _____ hours per week

Describe nature of work to be performed: _____

*In compliance with California labor laws, this employee is covered by workers' 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

## For authorized work permit issuer use ONLY

Maximum number of work hours when school is in session:

| Mon | Tues | Wed | Thur | Fri | Sat | Sun | Total |
|---|---|---|---|---|---|---|---|
| _ | _ | _ | _ | _ | 8 | 8 | _ |

Maximum number of work hours when school is not in session:

| Mon | Tues | Wed | Thur | Fri | Sat | Sun | Total |
|---|---|---|---|---|---|---|---|
| 8 | 8 | 8 | 8 | 8 | 8 | 8 | _ |

School Records
Proof of Minor's Age *(Evidence Type)*

Assistant Principal
Verifying Authority's Name and Title *(Print)*

Verifying Authority's Signature

**Check Permit Type:**

- ☐ Full-time
- ☐ Restricted
- ☒ General
- ☐ Work Experience Education, Vocational Education, or Personal Attendant
- ☐ Workability

**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.**

## 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, WEE-Work Experience Education, CVE-Cooperative Vocational Education

- 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 sign a "Statement of Intent to Employ a Minor and Request for a Work Permit – Certificate of Age" (CDE Form B1-1) (*EC* 49162).
- Employers must retain a "Permit to Employ and Work" (CDE Form B1-4) for each employed minor *(EC* 49161).
- Work permits (CDE Form 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 Form 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, 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, & 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 7th grade to work while school is in session (*EC* 49112) | Must have completed 7th grade to work while school is in session (*EC* 49112) | Labor laws prohibit non-farm employment of children younger than 14. Special rules apply to agricultural work, domestic work in a private home, and the entertainment industry (*LC* 1285–1312) |
| **Maximum Work Hours - School In Session** | | |
| 4 hours per day on any schoolday (*EC* 49112, 49116; *LC* 1391)<br>8 hours on any non-schoolday or on any day preceding a non-schoolday (*EC* 49112; *LC* 1391)<br>48 hours per week (*LC* 1391)<br>WEE and CVE 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)<br>8 hours on any non-schoolday<br>18 hours per week (*EC* 49116; *LC* 1391)<br>WEE and CVE students may work during school hours and up to 23 hours per week (*EC* 49116; *LC* 1391) | 2 hours per schoolday and a maximum of 4 hours per week (*EC* 49112) |
| **Maximum Work Hours - School Not In Session** | | |
| 8 hours per day (*LC* 1391, 1392)<br>48 hours per week (*LC* 1391) | 8 hours per day (*LC* 1391, 1392)<br>40 hours per week (*LC* 1391) | 8 hours per day (*LC* 1391, 1392)<br>40 hours per week (*LC* 1391) |
| **Spread of Hours** | | |
| 5 a.m.–10 p.m. However, until 12:30 a.m. on any evening preceding a non-schoolday (*LC* 1391)<br>WEE and CVE students, with permission until 12:30 a.m. on any day (*LC* 1391.1)<br>Messengers: 6 a.m.–9 p.m. | 7 a.m.–7 p.m., except from June 1 through Labor Day, until 9 p.m. (*LC* 1391) | 7 a.m.–7 p.m., except from June 1 through Labor Day, until 9 p.m. (*LC* 1391) |

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