

FREMONT UNION HIGH SCHOOL DISTRICT

Statement of Intent to Employ Minor and Request for Work Permit

Notice: This is NOT a Work Permit

1. For Minor to Complete

PRINT MINOR'S LAST NAME PRINT MINOR'S FIRST NAME SOCIAL SECURITY NUMBER DATE OF BIRTH AGE

HOME STREET ADDRESS CITY ZIP HOME PHONE NUMBER

Monta Vista High School 21840 McClellan Road Cupertino, CA 95014 (408) 366-7600
SCHOOL NAME SCHOOL STREET ADDRESS CITY ZIP SCHOOL PHONE NUMBER

GRADUATION YEAR: _____

2. For Employer to Complete

BUSINESS NAME BUSINESS STREET ADDRESS CITY ZIP

(_____) _____ \$ _____
BUSINESS PHONE MINOR'S WORK DUTIES HOURLY WAGE

EMPLOYER'S WORKERS' COMPENSATION COMPANY: _____

MAXIMUM NUMBER OF HOURS OF EMPLOYMENT WHEN SCHOOL IS IN SESSION:
Mon. _____ Tue. _____ Wed. _____ Thurs. _____ Fri. _____ Sat. _____ Sun. _____ Weekly Total: _____

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.

SUPERVISOR'S SIGNATURE SUPERVISOR'S NAME (PRINT)

3. For Parent or Legal Guardian to Complete

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, the information herein is correct and true. I request that a work permit be issued.

IN ADDITION TO THIS EMPLOYER, MY CHILD IS ALSO WORKING FOR: _____
NAME OF BUSINESS (ADDITIONAL EMPLOYER, AND NOT THE ONE LISTED ABOVE)

SIGNATURE OF PARENT OR LEGAL GUARDIAN DATE

4. For School District to Complete

EVIDENCE OF MINOR'S AGE: _____ SCHOOL DATABASE _____ VALID PICTURE ID (TYPE: _____) PROCESSED BY: _____

TYPE: _____ REGULAR _____ VACATION _____ WORK EXPERIENCE DATE RECEIVED: _____ DATE PROCESSED: _____

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

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| 1. Explosives | 10. Power-driven meat slicing/processing |
| 2. Motor vehicle driving/outside helper | 11. Power baking machines |
| 3. Coal mining | 12. Power-driven paper products/paper bailing |
| 4. Logging and sawmilling | 13. Manufacturing brick, tile products |
| 5. Power-driven woodworking machines | 14. Power saws and shears |
| 6. Radiation exposure | 15. Wrecking, demolition |
| 7. Power-driven hoists / forklifts | 16. Roofing |
| 8. Power-driven metal forming, punching, and shearing machines | 17. Excavation operation. |
| 9. Other mining | |

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 the "Government Listings" sections 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 exclude 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 and baby-sitting 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 such minor. Employers must themselves have on file for each such minor a "Permit to Employ and Work" (form B 1-4). Work permits (B 1-4) must be kept for three years and be open at all times for inspection by sanctioned authorities.

A work permit (B 1-4) 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

16-17 When school is in session : Daily maximum 4 hours, Monday through Thursday. May work up to 8 hours on any nonschool day or on any day that precedes a nonschool day. May be permitted to work up to 48 hours per week. Students in Work Experience Education programs may be permitted to work a maximum of 8 hours on a schoolday.

Work must be performed between 5:00 a.m. and 10:00 p.m. except that work may extend to 12:30 a.m. on nights preceding nonschool days. Students in Work Experience Education programs may be authorized to work until 12:30 A.m. on nights preceding school days.

14-15 When school is in session : Daily maximum 3 hours. Weekly maximum 18. hours, except 23 hours if students are in Work Experience Education programs. Generally may not work during school hours except in Work Experience Education programs. When school is not in session : Daily maximum 8 hours and weekly maximum 40 hours.

May work from 7:00 a.m. to 7:00 p.m. any day of the week. May work from 7:00 a.m. to 9:00 p.m from June 1 to Labor Day.

Younger than 14 : Labor laws generally prohibit nonfarm employment of children younger than 14. Special rules apply to agricultural work, domestic work and the entertainment industry.

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.

I have read the above information.

Signature of Employer

Printed Name of Employer

Date