

## Child Labor: Work Permit/Certificate Requirements

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**If a state does not appear on the following chart it is due to our not finding any evidence a statute exists for that state.**

Note: Employers who operate in a state(s) containing no provisions regarding employment of minors must abide by federal child labor regulations set forth in the Fair Labor Standards Act. Federal regulations regarding child labor laws can be viewed at the [Department of Labors website](#).

Click the letter corresponding to the state name below.

[A](#) | [C](#) | [F](#) | [G](#) | [H](#) | [I](#) | [K](#) | [L](#) | [M](#) | [N](#) | [O](#) | [P](#) | [R](#) | [T](#) | [U](#) | [V](#) | [W](#)

State	Statute
<b>Alabama</b>	<p><b>25-8-60</b> No work permits shall be required for persons under 18 years of age who are employed as actors and performers. Persons may be employed and appear for the purpose of singing, acting, or performing in any studio or movie set of a motion picture approved and coordinated by the Alabama Film Office in conjunction with and under the jurisdiction and supervision of the department. A person under 18 years of age may be employed as provided in this section only under the following conditions and with the written consent of the Alabama Film Office, the department and the parent, legal guardian, or responsible adult of the person: (1) The activities enumerated shall not be detrimental to the life, health, safety, welfare, or morals of the person. (2) The activities enumerated shall not interfere with the schooling of the person and provisions shall be made for education equivalent to full-time school attendance in the public schools for persons under 16 years of age. (3) A parent, guardian, or a responsible adult so designated by the parent or guardian, shall accompany each person under 16 years of age at all rehearsals, appearances, and performances.</p> <p><b>25-8-61</b> (a) No work permits shall be required for persons under 18 years of age who are employed as models. Notwithstanding the foregoing, no person under 16 years of age shall work any hours that interfere with his or her school performance. (b) Any person, firm, agency, or corporation that employs, permits, or suffers any person under 18 years of age to be used in any type of modeling shall have written consent from the parent or guardian of the person, and shall notify the Child Labor Division on a form authorized by the department, and shall comply with all of the following conditions: (1) The parent of the person shall not let the modeling interfere with that person's school performance. (2) The activities enumerated shall not be detrimental to the life, health, safety, welfare, or morals of the person. (3) A parent, guardian, or a responsible adult so designated by the parent or guardian shall accompany each person under 16 years of age to all sessions.</p>
<b>Alaska</b>	<p><b>23.10.332</b> Except for employment exempted under AS 23.10.330 and other employment specifically exempted by regulations adopted by the department, a minor under 17 years of age may not be employed or allowed to work without the written authorization of the commissioner unless authorized under AS 23.10.360 . The department shall adopt regulations necessary to implement this section.</p> <p><b>8 AAC 05.045</b> (a) Except as provided in AS 23.10.332 (c), and in (b) and (c) of this section, a minor under 17 years of age may not be employed until a work permit has been issued to the minor by the commissioner under this section. An applicant for a work permit under this subsection must submit a completed application on a form provided by the department; proof of age as described in 8 AAC 05.280; and proof of legal guardianship if the form is signed by a person other than the minor's parent. Under AS 23.10.332 (c), instead of complying with (a) of this section an employer may submit a request, on a form provided by the department, to the commissioner for a written authorization of the commissioner for specific job duties to be performed by a minor who is at least 14 years of age, but under 17 years of age. The request must include a description of the job, including tools, equipment, or machinery to be used by the minor; a list of specific duties to be</p>

performed by the minor; a declaration of the age groups to be employed by the employer; a description of the hours during which a minor may be employed by the employer; and any other applicable information required by the commissioner to determine that the proposed job duties are permitted. If specific job duties are authorized by the commissioner under (b) of this section, the employer may hire a minor in the age group for which the duties have been authorized without the minor obtaining a work permit under (a) of this section if (1) before the minor begins work, the employer obtains a written consent from the minor's parent or guardian on a form provided by the department; the written consent must include proof of legal guardianship if it is signed by a person other than the minor's parent; (2) within seven calendar days after hiring the minor, the employer submits to the department a copy of the written consent of the parent or guardian; the employer must maintain a copy of the written consent at the physical location where the minor is employed; and (3) the duties are not changed unless prior written authorization has been obtained from the commissioner. (d) Under this section, proof of legal guardianship includes a general power of attorney appointing guardianship of the minor to an individual; power of attorney to an individual that specifically includes authorization regarding employment of the minor; (3) marriage license and proof that the spouse of the minor is at least 18 years of age; state court award of guardianship of the minor to an individual; court order making the minor a ward of the state.

**8 AAC 05.300** (a) Except as provided in (d) of this section, an employer in the entertainment industry desiring to employ children must obtain a permit from the department to employ children. In order to obtain a permit, a parent or guardian and the employer must complete an application for each job on a form provided by the department. A talent or casting agency may obtain a provisional permit as the employer or record by submitting the information listed in (b)(1) - (5) of this section. Within 72 hours of sending the child to a specific job call, the talent or casting agency, as employer of record, shall submit to the department the information required in (b)(6) - (10) of this section. If the talent or casting agency has obtained a provisional permit and sent the child to a job, the agency is responsible for compliance with this section. (b) An application to employ a child shall contain (1) the legal and professional name of the child; (2) the date of birth of the child; (3) the written consent of the parent or guardian; (4) the name and permanent address of the parent or guardian and the name of the parent, guardian, or representative who will accompany the child to rehearsals and performances; (5) if the child has a legal guardian, proof of guardianship; (6) the nature, time, duration, dates, and number of rehearsals and performances involving the child, with identification of the location and nature of those rehearsals and performances; (7) the maximum combined rehearsal and performance times per day and per week involving the child; (8) the rate of pay the child will receive for performing; (9) a detailed description of the child's role, including each activity to be performed; the description shall include an excerpt from the script that contains the child's dialogue and action; and (10) any other information the department may request for clarification of items listed in (1) - (10) of this subsection. (c) The application must be accompanied by adequate proof of age for the child as indicated in 8 AAC 05.280 and proof of workers' compensation coverage valid in this state as required by AS 23.30.075 . (d) An appearance of a child in any of the following activities for no compensation is not considered employment as a performer in the entertainment industry under AS 23.10.330 : church, school, or community entertainment; entertainment for charity or for children for which no admission is charged; or radio or television broadcasting exhibition consisting of a single performance by the child lasting not more than one hour and for which no admission fee is charged; an exhibition includes an appearance in a concert or choral presentation or as a member of an audience, panel, or gallery. (e) Under this section, proof of legal guardianship includes a general power of attorney appointing guardianship of the minor to an individual; power of attorney to an individual that specifically includes authorization regarding employment of the minor; marriage license and proof that the spouse of the minor is at least 18 years of age; state court award of guardianship of the minor to an individual; court order making the minor a ward of the state.

**Arkansas**

**11-6-109** (a) No person, firm, or corporation shall employ or permit any child under sixteen (16) years to work in or in connection with any establishment or occupation unless the person, firm, or corporation employing the child procures and keeps on file, accessible to the Department of Labor and the Department of Education, or local school officials, an employment certificate as provided in this section. (b)(1) The employment certificate shall be issued only by the Director of the Department of Labor. (2) Application for an employment certificate shall be made on a form approved by the director and shall require submission of the following: (A) Proof of age; (B) A description of the work and work schedule; and (C) Written consent of the parent or guardian.

**11-12-104** (a) A child under sixteen (16) years of age may be employed in the entertainment industry, and the provisions of §§ 11-6-101 - 11-6-111, with respect to child labor, shall not be applicable to the employment of child actors as authorized in this chapter.

**California**

**11753 (a)** A minor desiring to be employed in the entertainment industry must obtain an Entertainment Work Permit.

**1308.5.** (a) This section, with the exception of paragraph (4) of this subdivision, shall apply to all minors under the age of 16 years. The written consent of the Labor Commissioner in the form of a permit to employ a minor in the entertainment industry is required for any minor, not otherwise exempted by this chapter, for any of the following: (1) The employment of any minor, in the presentation of any drama, legitimate play, or in any radio broadcasting or television studio. (2) The employment of any minor 12 years of age or over in any other performance, concert, or entertainment. (3) The appearance of any minor over the age of eight years in any performance, concert, or entertainment during the public school vacation. (4) Allowing any minor between the ages of 8 and 18 years, who is by any law of this state permitted to be employed as an actor, actress, or performer in a theater, motion picture studio, radio broadcasting studio, or television studio, before 10 o'clock p.m., in the presentation of a performance, play, or drama continuing from an earlier hour until after 10 o'clock p. m. , to continue his or her part in such presentation between the hours of 10 and 12 p.m. (5) The appearance of any minor in any entertainment which is noncommercial in nature. (6) The employment of any minor artist in the making of phonograph recordings. (7) The employment of any minor as an advertising or photographic model. (8) The employment or appearance of any minor pursuant to a contract approved by the superior court under Chapter 3 (commencing with Section 6750) of Part 3 of Division 11 of the Family Code. (b) Any person, or the agent, manager, superintendent or officer thereof, employing either directly or indirectly through third persons, or any parent or guardian of a minor who employs, or permits any minor to be employed in violation of any of the provisions of this section is guilty of a misdemeanor. Failure to produce the written consent from the Labor Commissioner is prima facie evidence of the illegal employment of any minor whose written consent is not produced.

**1308.10.** (a) Prior to the employment of a minor under the age of 16 years in any of the circumstances listed in subdivision (a) of Section 1308.5, the Labor Commissioner may issue a temporary permit authorizing employment of the minor to enable a parent or guardian of the minor to meet the requirement for a permit under subdivision (a) of Section 1308.5 and to establish a trust account for the minor or to produce the documentation required by the Labor Commissioner for the issuance of a permit under Section 1308.5, subject to all of the following conditions: (1) A temporary permit shall be valid for a period not to exceed 10 days from the date of issuance. (2) A temporary permit shall not be issued for the employment of a minor if the minor's parent or guardian has previously applied for or been issued a permit by the Labor Commissioner pursuant to Section 1308.5 or a temporary permit pursuant to this section for employment of the minor. (3) The Division of Labor Standards Enforcement shall prepare and make available on its Internet Web site the application form for a temporary permit. An applicant for a temporary permit shall submit a completed application and application fee online to the division. Upon receipt of the completed application and fee, the division shall immediately issue a temporary permit. (b) The Labor Commissioner shall deposit all fees for temporary permits received into the Entertainment Work Permit Fund, which is hereby created in the State Treasury. The funds deposited in the Entertainment Work Permit Fund shall be available to the Labor Commissioner, upon appropriation by the Legislature, to pay for the costs of administration of the online temporary minor's entertainment work permit program. (c) The Labor Commissioner shall set forth the fee in an amount sufficient to pay for these costs, but not to exceed fifty dollars (\$50).

**49111** A permit to work may be issued to any minor over the age of 12 years and under the age of 18 years to be employed on a regular school holiday, during the regular vacation of the public school, during such time as the minor is exempt from compulsory school attendance pursuant to Section 48231, and during the period of a specified occasional public school vacation in any of the establishments or occupations not otherwise prohibited by law.

**49112** (a) Except as provided in subdivisions (b) and (c), a permit to work may be issued to a minor who has completed the equivalent of the 7th grade in a public school course to work outside of school hours for a period of time not to exceed three hours in any day while school is in session if the minor is 14 or 15 years of age, or four hours in any day in which he or she is required by law to attend school if the minor is 16 or 17 years of age. (b) Notwithstanding subdivision (a), a permit to work may be issued, at the school district's discretion, to a minor 13 years of age if he or she has completed grade 6, has been identified by the school district in which he or she is enrolled as exhibiting the potential to drop out of school, and is a participant in an employment program that is conducted on school premises and sponsored by one or more school districts, provided the program serves to foster the development of an appreciation by the pupil of the importance of education in

preparing a pupil for future education and employment. The permit shall limit the period any minor age 13 may work pursuant to this subdivision to two hours on any given day, up to a maximum of four hours each week. (c) A permit to work may also be issued to a minor age 16 or older to work outside of school hours for a period of time not to exceed eight hours in any day in which the minor is required by law to attend school and which is immediately prior to a non school day. (d) Nothing in this section shall apply to any minor employed to deliver newspapers to consumers.

**49113** A permit to work may be issued to a minor who is under the age of 18 years and over the age of 14 years who is regularly enrolled in a high school or community college or who has been assigned to a vocational course in a place of employment, and who will work part time as a properly enrolled pupil in a work experience education course that meets all the requirements of such course as provided in Sections 51760 to 51769, inclusive.

**49118** Permits to work issued during the school year shall expire five days after the opening of the next succeeding school year.

**49130** A permit to work full time may be issued to a minor under the age of 16 years and over the age of 14 years who holds a diploma of graduation from the prescribed elementary school course under both of the following circumstances: (a) The permit expires not later than the end of the current school year. (b) Any of the following conditions: (1) The parent or guardian of the minor child presents a sworn statement that the parent or guardian of the minor is incapacitated for labor through illness or injury, or that through the death or desertion of the father or mother of the minor, the family is in need of the earnings of the minor and that sufficient aid cannot be secured in any other manner. (2) The minor is unable to reside with his or her family and the earnings of the minor are necessary for the support of the minor. (3) The minor is residing with a foster care provider, or guardian receiving foster care funds for the minor, if the provider or guardian obtains written authorization from the minor's social worker, probation officer, or child protective services worker acting as an officer of the court. A permit may be issued to a minor who is subject to this paragraph only if the child's case plan documents that the purpose of the employment is to further the goal of emancipation pursuant to Part 6 (commencing with Section 7000) of Division 11 of the Family Code, or to enable the minor to gain knowledge of necessary work skills and work habits, and of the responsibilities related to maintaining employment. The person issuing the permit shall sign a statement that he or she, or a competent person designated by him or her, has investigated the conditions under which the application for the permit has been made and has found that, in his or her judgment, the earnings of the minor are necessary for the family to support the minor or that the earnings of the minor are necessary to support the minor and that sufficient aid cannot be secured in any other manner. Before issuing a work permit to a minor who is subject to paragraph (3) of subdivision (b), the person issuing the permit shall sign a statement that he or she has received authorization from the minor's social worker, probation officer, or child protective services worker. A minor who applies for a work permit pursuant to this section shall be duly enrolled in a work experience education program.

**49160** No person, firm or corporation shall employ, suffer, or permit any minor under the age of 18 years to work in or in connection with any establishment or occupation except as provided in Section 49151 without a permit to employ, issued by the proper educational officers in accordance with law.

**Colorado**

**8-12-113** (1) Any minor fourteen or fifteen years of age who wishes to work on school days during school hours shall first secure a school release permit. The permit shall be issued only by the school district superintendent, his agent, or some other person designated by the board of education. The school release permit shall be issued only for a specific position with a designated employer. The permit shall be for a specific length of time not to exceed thirty days. The permit shall be cancelled upon the termination of such employment and shall be issued only in the following circumstances: (a) If the minor is to be employed in an occupation not prohibited by section 8-12-110 and as evidence thereof presents a signed statement from his prospective employer; and (b) If the parent or guardian of the minor consents to the employment; and (c) If the issuing officer believes the best interests of the minor will be served by permitting him to work.

**Connecticut**

**31-23** Each person who employs a fifteen-year-old minor in any mercantile establishment pursuant to this subsection shall obtain a certificate stating that such minor is fifteen years of age or older, as provided in section 10-193. Such certificate shall be kept on file at the place of employment and shall be available at all times during business hours to the inspectors of the Labor Department. (3) The Labor Commissioner may adopt regulations, in accordance with the provisions of chapter 54, as the commissioner deems necessary to implement the provisions of this subsection. Each person who employs a minor under the age of eighteen years shall obtain a certificate stating the age of

	such minor as provided in section 10-193. Such certificates shall be kept on file at the place of employment and shall be available at all times during business hours to the inspectors of the Labor Department.
<b>Delaware</b>	<b>504</b> (a) A minor shall not engage in employment unless the employer has in the employer's possession a verified and validated employment certificate for the minor. The employer shall keep the certificate on file at all times and make it accessible to the Department of Labor upon request. (b) The superintendent of each school district or the superintendent's authorized designee and the Department of Labor shall issue work permits as prescribed by the Secretary.
<b>District of Columbia</b>	<b>32-211</b> The Board of Education shall have authority to issue a vacation permit to a minor between the age of 14 and 16 years, permitting employment during the regular summer vacation period of the public schools, or during the school term at such time as the public schools are not in session, if the age of such minor has been proved according to § 32-210, and such minor has in all other respects, except as to completion of the 8th grade, fulfilled the requirements for a work permit specified in this subchapter. These permits shall be different in color from the work permit allowing employment while school is in session and shall state the periods during which its use is valid.
<b>Florida</b>	<b>450.045</b> (1) Any person who hires, employs, or suffers to work any child shall, in addition to the limitations provided in this part, first obtain and keep on record during the entire period of such employment proof of the child's age.  <b>61L-2.006</b> (a) Employers of minors in the entertainment industry shall obtain a Permit to Hire prior to employing any minor in Florida, or within 60 days of this rule's adoption for productions already in progress. Application for a Permit to Hire shall be made by submitting to the division a completed Application For Permit To Hire, Form DBPR FCL 1001 (Rev. 2/93), available as provided in Rule 61L-2.012, F.A.C. Failure to complete any item in the application form, after being requested to do so, or if the completed application form evinces work conditions that are hazardous or detrimental to the health, morals, or education of the minor employees, shall be grounds to deny the application. Permits shall be limited in duration to the employer's schedule of production, or tour within the state of Florida, not to exceed one (1) year. (b) Employers of minors in the entertainment industry shall provide the division with information relative to each "shoot" or separate program of a series as required in subsection 450.132(5), F.S. After each production, or upon completion of employment in Florida, the employer shall submit to the Division a completed Final Report, Form DBPR FCL 1003, available as provided in Rule 61L-2.012, F.A.C. Failure to submit such Final Report shall be grounds to deny any future application for Permit to Hire.
<b>Georgia</b>	<b>39-2-11</b> (a) No minor between the ages of 12 and 16 years shall be employed by or permitted to work for any person, firm, or corporation unless a certificate, showing the true age of such minor and that such minor is not less than 12 years of age and is physically fit to engage in the employment sought to be obtained, shall be issued by the school superintendent or by some member of his staff authorized by him in writing, in the county or city where the minor resides or, if a student at a licensed private school, by the principal administrative officer thereof or by some member of his staff authorized by him in writing. A certificate shall also be required for employment of minors between the ages of 16 and 18.  <b>39-2-13</b> (a) Upon termination of employment of any minor between 12 and 16 years of age, the employer shall return the employment certificate to the issuing officer within five days of the date of the termination of employment. (b) Where the employment of any minor between 12 and 16 years of age shall not have been terminated, but the minor shall have failed to appear for work for a period of 30 days, the employer shall return the employment certificate to the issuing officer within five days of the date of the expiration of the 30 day period. (c) Upon return to the issuing officer of an employment certificate as provided for in this Code section, a new employment certificate shall be issued to a minor only upon presentation by the minor of a new statement from the prospective employer as provided for in Code Section 39-2-11.  <b>39-2-18</b> (a) Notwithstanding any other provisions of this chapter to the contrary, nothing in this chapter shall apply to any minor employed as an actor or performer in motion pictures or theatrical productions, in radio or television productions, in any other performance, concert, or entertainment, or to any minor employed in the making of phonographic records or as an advertising or photographic model, provided that the written consent of the Commissioner of Labor must be first obtained. (b) Before the Commissioner of Labor shall give his written consent, as provided in subsection (a) of this Code section, he shall investigate and determine: (1) That the environment in which the work is to be performed is proper for the minor; (2) That the conditions of employment are not detrimental to the health of the minor; (3) That the minor's education will not be neglected or hampered by his participation in any of the activities referred to in subsection (a); and (4) That

	<p>the minor will not be used for pornographic purposes.</p> <p><b>300-7-1-.08</b> Within the entertainment industry, no scene involving minors may begin until a certificate for the employment of minors or permanent I.D. card has been issued. (5) At the time of application minors 16 and 17 years of age may request a permanent employment authorization valid until their 18th birthday. The cardholder shall be exempt from future "minors in entertainment application" filings and shall present said card to the employer as verification of age and authorization for employment. However, this shall not relieve the employer of notification requirements to the Department of Labor. (6) Upon determination by the Commissioner of Labor or his authorized representative that provisions enumerated in all subparts herein have been met, a certificate of consent or permanent I.D. card shall be issued. Certificates or permanent I.D. cards shall be issued for each minor to be employed and shall specify validity periods. (7) It shall be the responsibility of the employer to insure compliance with the Official Code of Georgia Annotated and Official Rules and Regulations of the State of Georgia with regard to minors in entertainment. (8) At the discretion of the Commissioner or his authorized representative, an extension of participation may be granted upon written request of the employer if the conditions upon which the consent was initially granted have not materially changed. (9) The Commissioner or his authorized representative shall be permitted to be on the site for verification during all times in which any minor is employed. <i>(Note: 300-7-1-.08 is part of the Rules and Regulations of the State of Georgia and may be accessed at <a href="http://www.sos.state.ga.us/rules_regs.htm">http://www.sos.state.ga.us/rules_regs.htm</a>)</i></p>
<p><b>Hawaii</b></p>	<p><b>390-2.</b> (a) No minor under eighteen years of age shall be employed or permitted to work in, about, or in connection with any gainful occupation at any time except as otherwise provided in this section. (b) A minor who has attained the age of sixteen years but not eighteen years may be employed during periods when the minor is not legally required to attend school or when the minor is excused by school authorities from attending school; provided that the employer of the minor records and keeps on file the number of a valid certificate of age issued to the minor by the department.</p> <p><b>390-3</b> (a) Certificates of employment and age shall be issued by persons appointed by the director in the form and under conditions prescribed by the director. (b) A person designated to issue certificates of employment may refuse to issue a certificate if in the person's judgment the nature of the employment or the place thereof is such as to injuriously affect the health, safety or well-being of the minor or contribute toward the minor's delinquency. (c) Every employer receiving a certificate of employment shall return the certificate to the department immediately after termination of the employment showing thereon the date of termination. (d) The department may destroy or dispose of any certificate of employment on file which was issued on behalf of a minor who has attained the age of eighteen years and any application for a certificate of employment or age which was filed with the department more than five years prior to the destruction or disposition.</p> <p><b>12-25-24</b> (a) Application for employment of a minor in theatrical employment shall be made by the employer on forms furnished by the department. The application shall be completed and signed by the employer, parent, and minor. (b) Upon receipt of an application, the director or an authorized representative may issue the employment certificate under the terms and conditions established in this subchapter.</p>
<p><b>Illinois</b></p>	<p><b>820:205/6</b> It shall be the duty of every employer of minors between the ages of 14 and 16 years employed for or in connection with any gainful occupation mentioned in Section 1 to keep a register upon the premises where the work is being done on which register shall be recorded the name, age and place of residence of every minor between the ages of 14 and 16 years. It shall be unlawful for any person, firm or corporation to hire or employ or to permit or allow to work in or for or in connection with any of the gainful occupations mentioned in Section 1, any minor between the ages of 14 and 16 years unless there is first procured and placed on file on the premises where the work is being done, employment certificates issued as hereinafter provided and accessible to the authorized officers and employees of the Department of Labor, and to the truant officers and other school officials charged with the enforcement of the compulsory education law.</p> <p><b>820:205/9</b> Except in occupations specifically exempted by Section 2 and agriculture, no minor under 16 years of age shall be employed, permitted or allowed to work in any gainful occupation unless the person, firm or corporation employing such minor procures and keeps on file an employment certificate.</p> <p><b>820:205/10</b> Employment certificates shall permit employment during the school vacation or outside of school hours. The employment certificate shall be signed by the City or County Superintendent</p>

of Schools or their duly authorized agents and shall be in such a form as to show on its face the information and evidence required by Section 11 to be filed before the certificate is issued. An original certificate and 3 copies of the certificate shall be issued and the person issuing it shall: (i) mail the original to the minor's employer, (ii) send copies to the State Department of Labor and to the minor's parent or legal guardian, and (iii) retain a copy in his files.

**820:205/11** The employment certificate shall be issued by the City or County Superintendent of Schools or by their duly authorized agents and shall be valid for a period of one year. The parent or legal guardian of a minor, or the principal of the school attended by the minor for whom an employment certificate has been issued may ask for the revocation of the certificate by petition to the Department of Labor in writing, stating the reasons he believes that the employment is interfering with the best physical, intellectual or moral development of the minor. The Department of Labor shall thereupon revoke the employment certificate by notice in writing to the employer of the minor.

**820:205/13** Every employer, during the period of employment of a minor under 16 years of age, shall keep on file at the place of employment an employment certificate issued for such minor. Any employer, upon termination of the employment of such minor, shall immediately return the certificate issued to the issuing officer. An employment certificate shall be valid only for the employer for whom issued, and a new certificate shall not be issued for the employment of a minor under 16 years of age except on the presentation of a new statement of intention to employ. The failure of any employer to produce for inspection such employment certificate for each minor in his establishment shall be prima facie evidence that the minor is employed without a certificate.

**250.260** 1) Employment certificates must be obtained pursuant to Section 9 through 12 of the Act for all minors who wish to be employed, used, or exhibited as models. A) Issuing officers shall issue employment certificates to minors enrolled in school. B) The Regional or City Superintendent of Schools shall issue employment certificates to those minors under school age. 2) If the minor applying for the permit is over ten (10) years of age, the consent of such minor to the employment must be obtained in writing on the certificate. 3) The employment certificate for a child model shall terminate one year after the date of issuance. A minor and/or his parents or guardians may reapply following the procedures outlined in Section 9 through 12 of the Act. 4) No minor employed as a child model shall be excused from attending school except as authorized pursuant to Section 26-1 of the School Code. 5) A copy of the employment certificate for the child model shall accompany the minor at each work location where the minor is employed, used or exhibited as a model.

**250.270** An out-of-state minor wishing to procure employment in the State of Illinois must obtain an employment certificate under the same guidelines established for minors who are residents of Illinois. In addition to the conditions stated in Section 12 of the Act, and out-of-state minor must also, if he desires employment during school vacation, obtain a letter from his out-of-state principal attesting to the fact that he is indeed on vacation, and that school is not in session for the specified period of time. Otherwise, there are no differences between and out-of-state minor seeking an employment.

**250.800** A violation of Section 1 of the Act shall be charged for each minor employee under the age of fourteen (14) not exempt from the Act. (Note: Sections 250.260 - 250.800 are part of the Illinois Administrative Code which can be found at <http://www.legis.state.il.us/commission/jcar/admincode/056/056parts.html>.)

**Indiana**

**20-8.1-4-1** It is unlawful for any person, firm, limited liability company, or corporation to hire, employ, or permit any child who is more than fourteen (14) years of age and less than eighteen (18) years of age to work in any gainful occupation until the person, firm, limited liability company, or corporation has secured, and placed on file in its office, an employment certificate issued by the proper issuing officer under this chapter.

**20-8.1-4-2** (a) No employment certificate is required for a child who is fourteen (14) years of age or older and less than eighteen (18) years of age to perform farm labor or domestic service or to act as a caddie for a person playing the game of golf or as a newspaper carrier. However, this exemption applies only when a child is engaged in an occupation listed in this section during the hours when the child is not required to be in school. (b) No employment certificate is required for a child under eighteen (18) years of age who works as an actor or performer if the provisions of IC 20-8.1-4-21.5 are met. (c) No employment certificate is required for a child under eighteen (18) years of age who

has graduated from high school.

**20-8.1-4-5** Whenever any employer desires to employ a person who represents his age to be between eighteen (18) and twenty-one (21) years, he may request the issuing officer to issue a certificate for the prospective employee. It is the duty of the issuing officer to issue a certificate when an employer makes a request under this section.

**20-8.1-4-11** (a) As proof of prospective employment, the issuing officer shall require a written statement signed by the person for whom the child is to work, setting forth the nature of work which the child is to perform. (b) When a child's employment terminates, the employer shall immediately notify the issuing officer in writing of the termination and the date on which it occurred. This notice shall be on a blank form attached to the child's employment certificate.

**20-8.1-4-13** (a) The state board of education or the department of labor may revoke an employment certificate at any time, if, in the judgment of either, the certificate was improperly issued or if either has knowledge that the child involved is or was illegally employed. (b) When an employment certificate is revoked under this section, the issuing officer and the child's employer shall be notified in writing. This notice may be delivered in person or by registered mail. Immediately after receiving notice of revocation, the employer shall return the certificate to the issuing officer. A child whose employment certificate has been revoked may not be employed or permitted to work until he has legally obtained a new certificate.

**20-33-3-12, Sec. 12.** (a) As proof of prospective employment, the issuing officer shall require a written statement that: (1) is signed by the person for whom the child is to work; and (2) sets forth the nature of work that the child is to perform; and (3) specifies the maximum number of hours per week that the child will work for the employer. (b) When a child's employment terminates, the employer shall immediately notify the issuing officer in writing of the: (1) termination; and (2) date on which it occurred. This notice shall be on a blank form attached to the child's employment certificate. (c) It is unlawful for an issuing officer to issue a subsequent employment certificate until the issuing officer has: (1) received a termination notice from the current employer; or (2) otherwise determined that the child's employment has terminated. (d) (c) An employment certificate may be used at not more than two (2) locations within the same enterprise if the enterprise complies with the hour restrictions prescribed in sections 21 22 through 29 28 of this chapter.

**20-33-3-13 Sec. 13.** (a) Upon presentation to the issuing officer of the documents required by section 10 of this chapter, an employment certificate shall be issued immediately to the child. The employment certificate shall state the maximum number of hours that the child may be employed by the employer. However, an issuing officer may deny a certificate to a child: (1) whose attendance is not in good standing; or (2) whose academic performance does not meet the school corporation's standard. (b) Not more than five (5) days after issuing an employment certificate, the issuing officer shall send a copy of the employment certificate to the department of labor. The issuing officer shall keep a record in the issuing officer's office of each employment certificate issued. The issuing officer shall keep for each student who has been issued more than one (1) employment certificate a record of the maximum number of hours that the student may work each week for all employers. (c) A student may appeal the denial of a certificate under subsection (a) to the principal.

**20-33-3-13 Sec. 13.5.** (a) A child may hold more than one (1) employment certificate at a time. However, a child who holds more than one (1) employment certificate at a time is subject to the penalties set forth in section 38.5 of this chapter for any of the following: (1) Hour violations under sections 22 through 28 of this chapter. (2) A violation of section 23(3) or 24(3) of this chapter. (b) An employer of a child who holds more than one (1) employment certificate under subsection (a) is subject to the penalties set forth in sections 39 and 40 of this chapter for: (1) hour violations under sections 22 through 28 of this chapter; or (2) a violation of section 23(3) or 24(3) of this chapter; for the employment of the child with the employer only.

**20-33-3-23 Sec. 23.** Except as provided in section 27 of this chapter, a child who is at least sixteen (16) years of age and less than seventeen (17) years of age may not: (1) work for more than eight (8) hours in any one (1) day; (2) work for more than thirty (30) hours in any one (1) week; (3) work for more than six (6) days in any one (1) week; or (4) begin a work day before 6 a.m.

**20-33-3-24 Sec. 24.** Except as provided in section 27 of this chapter, a child who is at least seventeen (17) years of age and less than eighteen (18) years of age may not: (1) work for more than eight (8) hours in any one (1) day; (2) work for more than thirty (30) hours in any one (1) week; (3)

work for more than six (6) days in any one (1) week; or (4) begin a work day before 6 a.m. on a school day.

**20-33-3-27** Sec. 27. (a) An employer may employ A child who is at least sixteen (16) years of age and less than eighteen (18) years of age may be employed for up to forty (40) hours during a school week if the employer has: (1) obtained written permission from the child's parent; and (2) placed the written permission on file in the employer's office. (b) If an the employer has or employers have obtained written permission required under subsection (a), the employer may employ a child who is at least sixteen (16) years of age and less than eighteen (18) years of age may be employed for periods that do not exceed a total of nine (9) hours in any one (1) day and a total of forty-eight (48) hours in any one (1) nonschool week.

**20-33-3-38.5** Sec. 38.5. For an hour violation under sections 22 through 28 of this chapter or a violation of section 23(3) or 24(3) of this chapter committed by a child, the civil penalties are as follows: (1) A warning letter for a first violation. (2) Revocation of the employment certificate or certificates held by the child for thirty (30) calendar days. (b) The department of labor shall assess the civil penalties set forth in subsection (a). (c) If the department of labor revokes an employment certificate under this section, the issuing officer and the child's employer shall be notified in writing. This notice may be delivered in person or by registered mail. Immediately after receiving notice of revocation, the employer shall return the certificate to the issuing officer. (d) A child whose employment certificate or certificates have been revoked may not be employed or allowed to work until the child legally has obtained a new employment certificate.

**20-33-3-39** Sec. 39. A person, firm, limited liability company, or An individual who is an employer, a firm, a limited liability company, or a corporation that violates this chapter may be assessed the civil penalties described in this section by the department of labor. For an employment certificate violation under section 5 or 14 of this chapter, a termination notice violation under section 12 of this chapter, an hour violation of not more than thirty (30) minutes under sections 21 sections 22 through 29 28 of this chapter, a violation of section 23(3) or 24(3) of this chapter, or a posting violation under section 34 of this chapter, the civil penalties are as follows: (1) A warning letter for any violations identified during an initial inspection. (2) Fifty dollars (\$50) per instance for a second violation identified in a subsequent inspection.(3) Seventy-five dollars (\$75) per instance for a third violation that is identified in a subsequent inspection. (4) One hundred dollars (\$100) per instance for a fourth or subsequent violation that is identified in an inspection subsequent to the inspection under subdivision (3) and occurs not more than two (2) years after a prior violation.

**20-33-3-40** Sec. 40. A person, An individual who is an employer, a firm, a limited liability company, or a corporation that violates this chapter may be assessed the civil penalties described in this section by the department of labor. For an hour violation of more than thirty (30) minutes under sections 21 sections 22 through 29 28 of this chapter, each violation of section 30 of this chapter, an age violation under section 31 or 32 of this chapter, each minor employed in violation of section 31(b) of this chapter, or a hazardous occupation violation under section 35 or 36 of this chapter, the civil penalties are as follows: (1) A warning letter for any violations identified during an initial inspection. (2) One hundred dollars (\$100) per instance for each violation identified in a subsequent inspection. (3) Two hundred dollars (\$200) per instance for a third violation that is identified in a subsequent inspection. (4) Four hundred dollars (\$400) per instance for a fourth or subsequent violation that is identified in an inspection subsequent to the inspection under subdivision (3) and occurs not more than two (2) years after a prior violation.

**22-1-1-5** Sec. 5. (a) The bureau of mines and mining safety shall do the following: (1) have immediate charge of the administration of the underground mine laws of this state; (2) provide safety consultation services to any surface or underground mine operator at the request of the operator; (3) provide mine safety and health education information to all surface or underground mine operators; (4) provide mine safety and health training as required by federal Mine Safety and Health Administration to all surface or underground mine operators and mine workers who do not otherwise have training available; and (5) investigate all fatalities occurring in surface or underground mine operations for the purpose of data collection; however, an investigation shall not interfere with investigations by the federal Mine Safety and Health Administration. (b) The bureau of child labor shall have immediate charge of the supervision of children who are gainfully employed, including employment certificate violations under IC 20-33-3-38.5, IC 20-33-3-39, and IC 20-33-3-40. A child employee under the jurisdiction of the bureau of child labor may file a complaint with the bureau of child labor if the employer of the child employee requires noncompliance by the child employee with the provisions of IC 20-33-3-38.5.

<p><b>Iowa</b></p>	<p><b>92.2</b> A person over ten and under sixteen years of age cannot be employed, with or without compensation, in street occupations or migratory labor as defined in section 92.1, unless the person holds a work permit issued pursuant to this chapter and the school the person attends has certified that the person is regularly attending school and the potential employment will not interfere with the person's progress in school. A written agreement, as defined in section 92.11, subsection 1, shall not be required for the issuance of a work permit under this section. 1. Notwithstanding section 92.7, a person with a permit to engage in migratory labor shall only work between five a.m. and seven-thirty p.m. from Labor Day through June 1, and between five a.m. and nine p.m. for the remainder of the year. 2. Notwithstanding section 92.7, a person with a permit to engage in street occupations shall only work between four a.m. and seven-thirty p.m. when local public schools are in session and between four a.m. and eight-thirty p.m. for the remainder of the year. The requirements of section</p> <p><b>92.10</b> shall not apply to a person, firm, or corporation employing a person engaged in street occupations pursuant to this section. 92.10 Except as provided in section 92.2, a person under sixteen years of age shall not be employed or permitted to work with or without compensation unless the person, firm, or corporation employing such person receives and keeps on file accessible to any officer charged with the enforcement of this chapter, a work permit issued as provided in this chapter, and keeps a complete list of the names and ages of all such persons under sixteen years of age employed. Certificates of age shall be issued for persons sixteen and seventeen years of age and for all other persons eighteen and over upon request of the person's prospective employer.</p> <p><b>92.12</b> Every person, firm, or corporation employing migrant laborers shall obtain and keep on file, accessible to any officer charged with the enforcement of this chapter, a special work permit, prior to the employment of such migratory laborer. Special work permits for migrant workers shall be issued by the superintendent of schools, or the superintendent's designee, nearest the temporary living quarters of the family, or by the county director of social welfare or by the department of workforce development, upon application of the parent or head of the migrant family. The person authorized to issue such permits for migratory workers shall not issue such permit until the person has received, examined, and approved one of the following as evidence of age: a birth certificate, passport, baptism certificate, or school record. Applicants under fourteen years of age must obtain a certificate from a registered nurse or physician stating that the applicant for the work permit has reached the normal development of a child of the applicant's age and is in sufficiently sound health and physically able to perform the work for which the permit is sought. One copy of the permit issued shall be given to the employer to be kept on file for the length of employment and upon termination of employment shall be returned to the labor commissioner. One copy of the permit shall be kept by the issuing officer, and one copy forwarded to the commissioner, along with the certificate of fitness of the persons under fourteen years of age. The blank forms for the work permit for migratory workers shall be formulated by the commissioner and furnished by the commissioner to the issuing officer.</p>
<p><b>Kentucky</b></p>	<p><b>339.360</b> Upon request, it shall be the duty of the local board of education through its superintendent or other authorized agent to issue to any minor under the age of eighteen (18) years desiring to enter employment a certificate of age upon presentation of proof of age. Every employer shall be required to obtain from any employee proof of age that the employee is at least eighteen (18) years of age.</p>
<p><b>Louisiana</b></p>	<p><b>23:182</b> Every person employing minors shall procure and keep on file an employment certificate for each minor, except for those minors employed in approved federally funded youth training programs. Such certificate shall be accessible on the job site, or in the immediate area of the work location, at all times to any officer charged with the enforcement of the provisions of this Chapter.</p> <p><b>23:184.1</b> Under certain circumstances, such as athletic events, exhibitions, fairs, carnivals, or events of a similar nature, and inventories at large department stores, the assistant secretary of the office of regulatory services, in his discretion, shall have the authority to authorize the issuance of blanket work permits to employers for minors desiring employment. Work permits issued under this Section shall expire sixty days after issuance.</p> <p><b>23:253</b> any minor, with a written permit issued by the Department of Labor, may participate in the singing, dancing, or playing of a musical instrument or in any commercial motion picture, film, theatrical performance, modeling performance, photographic advertisement, or video produced or filmed in the state of Louisiana.</p> <p><b>162.</b> Minors under fourteen; general prohibition against employment A. Except as otherwise provided in this Chapter, no minor under the age of fourteen years shall be employed, permitted, or</p>

	<p>suffered to work in any gainful occupation at any time. B. Minors under the age of fourteen may be employed, if all of the following conditions are met: (1) The minor is at least twelve years of age. (2) The minor's parent or legal guardian is an owner or partner in the business in which the minor is to be employed. (3) The minor shall work only under the direct supervision of the parent or legal guardian who owns or is a partner in the business. (4) All of the protections afforded to minors fourteen and fifteen years of age shall be afforded to minors twelve and thirteen years of age. (5) The minor obtains an employment certificate pursuant to R.S. 23:184. Section 2. This Act shall become effective upon signature by the governor or, if not signed by the governor, upon expiration of the time for bills to become law without signature by the governor, as provided by Article III, Section 18 of the Constitution of Louisiana. If vetoed by the governor and subsequently approved by the legislature, this Act shall become effective on the day following such approval.</p>
<b>Maine</b>	<p><b>26:775 1.</b> A minor under 16 years of age may not be employed without a work permit signed by the superintendent of schools of the school administrative unit in which the minor resides and issued to the minor by the bureau. The superintendent may designate a school official to sign a work permit and that official is directly responsible to the superintendent for this activity.</p>
<b>Maryland</b>	<p><b>3-205</b> Unless an employer possesses a work or special permit for a minor, the minor may not work for the employer.</p> <p><b>3-208</b> A work permit or special permit authorizes a minor to work for an employer as specified in the permit.</p>
<b>Massachusetts</b>	<p><b>149:86</b> No person shall employ a child under sixteen years of age, other than a child over fourteen granted an employment permit by the superintendent of schools when such superintendent determines that the welfare of such child will be better served through the granting of such permit, or permit him to work in, about or in connection with any mercantile establishment or in any employment mentioned in section sixty, or as defined in section one, other than street trades as defined in sections sixty-nine to seventy-three, inclusive; provided, that pupils over fourteen in co-operative courses in public schools may be employed by any co-operating mercantile establishment or other co-operating employment as defined by section one upon securing from the superintendent of schools a permit covering any such co-operating employment; and provided, further, that no permit shall be issued to any child under sixteen to work in, about or in connection with any manufacturing or mechanical establishment, factory or workshop. Children between fourteen and sixteen who possess the educational qualifications set forth in section one of chapter seventy-six and are employed in private domestic service or service on farms shall be required to secure a permit issued by the superintendent of schools covering such employment. The person employing a child between fourteen and sixteen shall procure and keep on file, accessible to the supervisors of attendance of the town, to agents of the department of education, and to the department of labor and industries or its authorized agents or inspectors, the permit for employment issued to such child and shall keep a complete list of the names and ages of all children so employed. On termination of the employment of a child whose permit for employment is on file said permit shall be returned by the employer within two days after said termination to the office of the superintendent of schools or school committee from which it was issued.</p> <p><b>149:95A</b> A school committee of any city, town or regional school district which accepts the provisions of this section may permit a minor over sixteen and under eighteen who is attending school to be employed in industry without the certificate required by section ninety-five; provided, however, that such minor is part of a co-operative work-study program operated by said school committee and approved by the department of education. Said minor, while so employed, shall be subject to the provisions of chapter one hundred and fifty-two.</p>
<b>Michigan</b>	<p><b>409.104</b> (1) Except as provided in subsection (3), a minor shall not be employed in an occupation regulated by this act until the person proposing to employ the minor procures from the minor and keeps on file at the place of employment a copy of the work permit or a temporary permit. The work permit shall be issued by the issuing officer of the school district, intermediate school district, public school academy, or nonpublic school at which the minor is enrolled, and a copy of the work permit shall be placed in the minor's permanent school file for as long as the minor is employed. A temporary permit shall be valid for 10 days from the date of issue. A work permit may be issued by the school district in which the minor's place of employment is located, or by the public school academy or nonpublic school nearest that place of employment. An issuing officer may administer oaths in relation to work permits. (2) Immediately after the termination of the minor's employment, the employer shall return the permit to the issuing officer. (3) The work permit requirement of subsection (1) does not apply to a minor 13 years of age or older who is employed in farming operations involving detasseling, roguing, hoeing, or any similar act involved in the production of seed. This exception applies only when a minor is employed during school vacation periods or</p>

when the minor is not regularly enrolled in school. The work permit exception provided in this subsection does not provide an exemption from any other provision of this act. An employer shall keep on file at the place of employment evidence of the age of any minor employed under this work permit exception. Evidence of the age of the minor shall be established as provided in section 5(b).

4. (1) Except as provided in subsection (3), a minor shall not be employed in an occupation regulated by this act until the person proposing to employ the minor procures from the minor and keeps on file at the place of employment a copy of the work permit or a temporary permit. The work permit shall be issued by the issuing officer of the school district, intermediate school district, public school academy, or nonpublic school at which the minor is enrolled, and a copy of the work permit shall be placed in the minor's permanent school file for as long as the minor is employed. A temporary permit is valid for 10 days from the date of issue. A work permit may be issued by the school district in which the minor's place of employment is located, or by the public school academy or nonpublic school nearest that place of employment. An issuing officer may administer oaths in relation to work permits. (2) Immediately after the termination of the minor's employment, the employer shall return the permit to the issuing officer. (3) The work permit requirement of subsection (1) does not apply to any of the following: (a) A minor 13 years of age or older who is employed in farming operations involving detasseling, roguing, hoeing, or any similar act involved in the production of seed. This exception applies only when a minor is employed during school vacation periods or when the minor is not regularly enrolled in school. An employer shall keep on file at the place of employment evidence of the age of any minor employed under this work permit exception. Evidence of the age of the minor shall be established as provided in section 5(b). (b) A minor who is performing work as an unpaid volunteer for an organization that is recognized as tax-exempt under, or whose purposes, structure, or activities are exclusively those that are described in, section 501(c)(3) of the internal revenue code, 26 USC 501(c)(3). (4) A work permit exception in subsection (3) does not provide an exemption from any other provision of this act.

Sec. 4. (1) Except as provided in subsection (3), a minor shall not be employed in an occupation regulated by this act until the person proposing to employ the minor procures from the minor and keeps on file at the place of employment a copy of the work permit or a temporary permit. The work permit shall be issued by the issuing officer of the school district, intermediate school district, public school academy, or nonpublic school at which the minor is enrolled, and a copy of the work permit shall be placed in the minor's permanent school file for as long as the minor is employed. A temporary permit is valid for 10 days from the date of issue. A work permit may be issued by the school district in which the minor's place of employment is located, or by the public school academy or nonpublic school nearest that place of employment. An issuing officer may administer oaths in relation to work permits. (2) Immediately after the termination of the minor's employment, the employer shall return the permit to the issuing officer. (3) The work permit requirement of subsection (1) does not apply to any of the following: (a) A minor 13 years of age or older who is employed in farming operations involving detasseling, roguing, hoeing, or any similar act involved in the production of seed. This exception applies only when a minor is employed during school vacation periods or when the minor is not regularly enrolled in school. An employer shall keep on file at the place of employment evidence of the age of any minor employed under this work permit exception. Evidence of the age of the minor shall be established as provided in section 5(b). (b) A minor who is performing work as an unpaid volunteer for an organization that is recognized as tax-exempt under, or whose purposes, structure, or activities are exclusively those that are described in, section 501(c)(3) of the internal revenue code, 26 USC 501(c)(3). (c) A minor who is performing work as an unpaid volunteer for a fair or exhibition operated and managed under 1929 PA 11, MCL 46.151 to 46.153, or held by an agricultural or horticultural society under 1855 PA 80, MCL 453.231 to 453.240. (4) A work permit exception in subsection (3) does not provide an exemption from any other provision of this act.

**409.115** (1) A work permit shall not be issued authorizing the employment of a minor 16 years of age or older in, about, or in connection with that part of an establishment where alcoholic beverages are distilled, rectified, compounded, brewed, manufactured, bottled, consumed, distributed, sold at retail, or sold for consumption on the premises unless the sale of food or other goods constitutes at least 50% of the total gross receipts. (2) This act shall not prohibit the issuance of work permits for 14- and 15-year-olds to be employed in establishments where alcoholic beverages are sold at retail, if the sale of food or other goods constitutes at least 50% of the total gross receipts of the establishment. Minors 14 and 15 years of age shall not be employed in, or about, or in connection with that part of the establishment where alcoholic beverages are consumed or sold for consumption on the premises.

**Minnesota**

**181A.05** Any minor 14 or 15 years of age who wishes to work on school days during school hours shall first secure an employment certificate. The certificate shall be issued only by the school district superintendent, the superintendent's agent, or some other person designated by the Board of Education. The employment certificate shall be issued only for a specific position with a designated

	<p>employer and shall be issued only in the following circumstances: (1) If a minor is to be employed in an occupation not prohibited by rules promulgated under section 181A.09 and as evidence thereof presents a signed statement from the prospective employer; and (2) If the parent or guardian of the minor consents to the employment; and (3) If the issuing officer believes the minor is physically capable of handling the job in question and further believes the best interests of the minor will be served by permitting the minor to work. . Upon termination for any reason of the employment authorized, the employer shall return the employment certificate directly to the issuing officer with a notation showing the date of termination. The issuing officer is authorized to cancel an employment certificate, if the issuing officer determines that such action would be in the best interest of the minor.</p> <p><b>181A.06</b> Subdivision 1. Every employer shall require proof of the age of any minor employee or prospective employee by requiring the minor to submit an age certificate, a copy of the minor's birth record, a copy of the minor's driver's license, or a United States Department of Justice Immigration and Naturalization Service Employment Eligibility Verification Form I-9. Upon the request of a minor, an age certificate shall be issued by or under the authority of the school superintendent of the district in which the applicant resides. Superintendents, principals, or headmasters of independent or parochial schools shall issue age certificates to minors who attend such schools. Subd. 2. The age certificate shall show the age of the minor, the date of birth, the date of issuance of the certificate, the name and position of the issuing officer, the name, address, and description of the minor, and what evidence was accepted as proof of age. The age certificate shall also show the name of the employer, the proposed occupation, and shall state that a separate employment certificate is required for minors under 16 to work on regular school days during school hours. It shall be signed by the issuing officer and by the minor in the officer's presence. Subd. 3. An age certificate shall not be issued unless the minor's birth record or photocopy or extract thereof is exhibited to the issuing officer, or unless such evidence was previously examined by the school authorities and the information is shown on the school records. If a birth record is not available, other documentary evidence shall be accepted only as provided by the rules or orders of the department. Subd. 4. The employer shall keep an age certificate for the duration of the minor's employment and shall keep on file all age certificates, copies of birth records or copies of drivers' licenses presented to the employer pursuant to subdivision 1, where they may be readily examined by an agent of the Division of Labor Standards.</p>
<p><b>Missouri</b></p>	<p><b>294.022 2</b> No child may be employed in the entertainment industry without an entertainment work permit issued by the director</p> <p><b>294.024</b> A child may not be employed during the regular school term unless the child has been issued a work certificate or a work permit pursuant to the provisions of this chapter.</p> <p><b>294.027</b> Work certificates shall permit (1) The employment of children between fourteen and sixteen years of age during non school hours during the school term; or (2) The employment of children between fourteen and sixteen years of age who are excused from attendance at school by the provisions of chapter 167, RSMo.</p> <p><b>294.060</b> 1. Whenever a child is granted a work certificate or work permit, the certificate or work permit shall be transmitted by the issuing officer to the employer of the child and a copy shall be transmitted to the division. The employer shall keep the work certificate or work permit on file and shall post in a conspicuous place in the employer's place of business a list of all children who are employed and under the age of sixteen. 2. On termination of the employment of the child, the child's work certificate or work permit shall be sent immediately by the employer to the officer who issued it. 3. A new certificate or work permit may be issued for a child whose certificate or work permit has been returned by the employer to the issuing officer. 4. A copy of each work certificate or work permit issued and notice of its cancellation shall be retained by the issuing officer and a copy shall be transmitted by the issuing officer to the division.</p> <p><b>294.080</b> Upon the request of a child or of an employer who wishes to employ a child who represents his or her age to be sixteen years or more, the issuing officer upon the presentation of evidence of age, as provided in section 294.051 for children under sixteen years of age, shall issue a certificate showing the age of the child and this certificate shall be accepted as conclusive evidence of the age of the child.</p>
<p><b>Nebraska</b></p>	<p><b>48-302</b> No child under sixteen years of age shall be employed or permitted or suffered to work in any employment as defined in section 48-301 within this state unless the person or corporation employing the child procures and keeps on file, accessible to the attendance officers and to the</p>

	<p>Department of Labor and its assistants and employees, an employment certificate as prescribed in section 48-304 and keeps two complete lists of all such children employed in the building, one on file and one conspicuously posted near the principal entrance of the building in which such children are employed. Upon the termination of the employment of a child so registered whose certificate is so filed, such certificate shall be transmitted by the employer to the person authorizing the certificate pursuant to section 48-303 and shall be turned over to the child named upon demand. Any attendance officer or the Department of Labor or its assistants and employees may demand that any employer in whose place of business a child apparently under the age of sixteen years is employed or permitted or suffered to work, and whose employment certificate is not then filed as required by this section, either furnish within ten days satisfactory evidence that such child is in fact over sixteen years of age or cease to employ or permit or suffer such child to work in such place of business. The same evidence of the age of such child may be required from such employer as is required on the issuance of an employment certificate as provided in section 48-304, and the employer furnishing such evidence shall not be required to furnish any further evidence of the age of the child. In case such employer fails to produce and deliver to the attendance officer or the Commissioner of Labor within ten days after demand such evidence of the age of any child as may be required under the provisions of section 48-304 and continues to employ such child or permit or suffer such child to work in such place of business, proof of the giving of such notice and of such failure to produce and file such evidence shall be prima facie evidence in any prosecution brought for a violation of this section that such child is under sixteen years of age and is unlawfully employed.</p>
<p><b>Nevada</b></p>	<p><b>609.245</b> Employment of child under 14 years of age unlawful without written permission of district judge or his designee. Every person who employs and every parent, guardian or other person having the care, custody or control of such child, who permits to be employed, by another, any child under the age of 14 years at any labor whatever, in or in connection with any store, shop, factory, mine or any inside employment not connected with farmwork, housework or employment as a performer in a motion picture, without the written permission for the employment signed by a judge of the district court of the county of the child's residence, or signed by a juvenile master, referee or probation officer authorized to sign such a permit by a judge of the district court of the county of the child's residence, is guilty of a misdemeanor.</p>
<p><b>New Hampshire</b></p>	<p><b>276-A:4 II.</b> No youth under 16 years of age shall be employed or permitted to work without a certificate except: (a) For his or her parents, grandparents, or guardian; (b) At work defined in this chapter as casual; or (c) As farm labor. No youth 16 or 17 years of age shall be employed by an employer unless the employer maintains on file a signed written document from the youth's parent or legal guardian permitting the youth's employment.</p>
<p><b>New Jersey</b></p>	<p><b>34:2-21.7</b> (a) Except as permitted under section 15 of this act, no minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation, unless and until the person employing such minor shall procure and keep on file an employment certificate or special permit for such minor, issued by the issuing officer of the school district in which the child resides, or of the district in which the child has obtained a promise of employment if the child is a nonresident of the State; provided, that: (1) No certificate or special permit shall be required for any child 16 years of age or over employed in agricultural pursuits; (2) No certificate or special permit shall be required for any child 14 years of age or over employed at such times as the schools of his district are not in session, at any agricultural fair, horse, dog, or farm show the duration of which does not exceed 10 days; and (3) No vacation certificate shall be required in the first 14 days of employment for any minor 15 years of age or over employed in seasonal amusement, food service, restaurant or retail occupations, at such times as the schools of his district are not in session, provided that no minor under 16 years of age shall be permitted to operate, or service, or to work in, about, or in connection with power-driven machinery. (b) The employment covered under this section shall not require or involve work in, about, or in connection with employments prohibited by P.L. 1970, c. 115 (C. 34:2-21.15) and P.L. 1973, c. 204 (C. 34:2-21.17) of the child labor laws. (c) Such certificate or special permit shall be issued in triplicate in such form and in accordance with such instructions as may be prescribed by the Commissioner of Education. The Commissioner of Education shall supply to the issuing officers all blank forms to be used in connection with the issuance of such certificates, and special permits as provided for in section 15 of this act. (d) Employment certificates shall be of two kinds, regular certificates permitting employment during school hours, and vacation certificates permitting employment during the school vacation and during the school term at such times as the public schools are not in session. (e) The original copy of the employment certificate shall be mailed by the issuing officer to the prospective employer of the minor for whom it is issued; a duplicate copy shall be mailed to the Department of Labor in Trenton as provided in section 12 of this act, and a triplicate copy shall be kept in the files of the issuing officer. The issuing officer may refuse to grant a certificate, if in his judgment, the best interests of the minor would be served by such refusal and he shall keep a record</p>

of such refusals, and the reasons therefor.

**34:2-21.14** Every employer receiving an employment certificate shall within two days after termination of the employment return said certificate to the person issuing it. A new employment certificate shall not be issued for any minor except upon the presentation of a new promise of employment. An employment certificate shall be valid only for the employer for whom issued and for the occupation designated in the promise of employment. Said employer shall, during the period of the minor's employment, keep such certificate on file at the place of employment and accessible to any issuing officer and to any attendance officer, inspector, or other person authorized to enforce this act. The failure of any employer to produce for inspection such employment certificate, or the presence of any minor under eighteen years of age in his place of work at any time other than that specified in the posted schedule of hours required by this act, shall be prima facie evidence of the unlawful employment of the minor. The presence of any minor under eighteen years of age in any place of employment shall be prima facie evidence of the employment of such minor, except that the presence on any farm or place of agricultural pursuit of any such minor shall not constitute such prima facie evidence.

**34:2-21.9** Any employer before employing a minor may require him to produce an age certificate and sign his name for comparison with the signature on the certificate. If in his judgment the signature and characteristics of the child correspond with the signature and description in the certificate, the employer, on employing the child, may require and retain the certificate during the minor's employment and shall return it to the minor upon the termination of his employment.

**34:2-21.59** a. Upon application of an employer, bearing the endorsed approval of a parent or guardian of the minor a permit authorizing employment of the minor in a theatrical production may be issued if: (a) The minor is in good health and will not likely be endangered by the working conditions of the prospective employment as certified by a currently issued statement of a licensed physician based upon a physical examination which, for minors under 8 years of age, includes a visual acuity screening if practicable; (b) The place of employment is approved by the Department of Labor and the period for which the permit is desired is not in excess of 3 months; (c) The minor is not attending public school and the application is for a period other than during the school summer vacation period, that he is receiving equivalent instruction approved by the Department of Education or by the state or county of his residence if he be a nonresident of New Jersey; (d) The proposed employment will not exceed two shows or productions in a day or a total of eight shows or productions in any week where the professional employment is reasonably separable into discrete shows or productions; that the employment will not be for more than 6 days in any week, 5 hours in any day or a total of 24 hours, including rehearsal time, in any week and that the minor will not be employed before 7:00 a.m. or after 11:30 p.m. and that school and theatrical performance time shall not exceed 8 hours in any 1 day and that the combined time spent on a set or on call and performance time shall not exceed a total of eight hours in any one day; (e) The employment does not involve a type of prohibited performance as hereinafter defined; and (f) The minor will be under the direct care and supervision of an adult who is a parent, guardian or a representative of the employer, named in the application, at all times during his employment or while living away from home when required as an incident of such employment.

**New Mexico**

**50-6-2** No child over the age of fourteen years and under the age of sixteen years shall be employed or permitted to labor at any gainful occupation during the term of the school of the district in which the child resides, unless the child has procured and filed [a] permit certificate as herein provided for.

**50-6-9** Whenever any child is employed or permitted to labor at any gainful occupation permitted by the laws of this state the employer of such child shall preserve on file the labor permit of such child and shall keep posted in a conspicuous place about the premises where such child is employed a list of all children there at work by virtue of labor permits. The form for all labor permits shall be prepared by and shall contain such information concerning the identity of the child as may be prescribed by the labor and industrial commission.

**New York**

**151** (b) A child performer shall be required to have an employment permit. 5 Employment permits for child performers shall be valid for ONE YEAR from the date of issuance.

**3216** 1. A student non-factory employment certificate may be issued to a minor fourteen or fifteen years of age who is attending day school. The certificate shall be valid for work in a trade, business or service, but shall not be valid for work in or in connection with a factory except as provided in subdivision four of section one hundred thirty-one of the labor law. 2. A student general employment certificate may be issued to a minor sixteen or seventeen years of age who is attending day school. It shall be valid for work in or in connection with a factory or any other trade, business

or service. 3. A full-time employment certificate may be issued to a minor sixteen or seventeen years of age who is not attending day school or who declares his intention to leave day school for full-time employment. It shall be valid for work in or in connection with a factory or any other trade, business or service. A full-time employment certificate also may be issued to a minor who is a graduate of a four-year high school, but if such minor is under sixteen years of age the certificate shall not be valid for work in or in connection with a factory except as provided in subdivision four of section one hundred and thirty-one of the labor law. 4. A limited employment certificate may be issued as provided in subdivision two of section thirty-two hundred twenty of this article. 5. A special employment certificate may be issued as provided in section thirty-two hundred twenty-five of this article. 6. An employment certificate shall be valid not only for the initial employment but also for subsequent employments in work permitted by the particular type of certificate. 7. An employment certificate shall expire two years from the date of its issuance, except as otherwise provided in this article. No employment certificate shall be valid for employment in violation of any provision of the labor law or rules issued thereunder. 8. An employment certificate shall be kept on file at the place of the minor's employment and shall be returned to the minor when the employment terminates.

**3223** The employer of any minor required to have an employment certificate: 1. Shall satisfy himself that the minor presenting an employment certificate is in fact the minor named therein. 2. Shall before employment begins, file at the place of the minor's employment such certificate so that it may be readily accessible to any authorized person to examine such document. 3. Shall, upon termination of the minor's employment, return the employment certificate to the minor.

**3225** 1. A special employment certificate may be issued to a minor fifteen years of age, found to be incapable of profiting by further instruction available upon compliance with the same requirements as in the case of a full-time employment certificate. 2. The fact that a minor is incapable of profiting from further instruction available shall be determined in accordance with the provisions of section thirty-two hundred eight of this article and the regulations of the commissioner of education. 3. A special employment certificate shall not authorize the employment of a minor in or in connection with or for a factory.

**3226** 1. A farm work permit may be issued to a minor fourteen or fifteen years of age authorizing employment in farm service. 2. A farm work permit also may be issued to a minor over twelve years of age for employment in assisting in the hand work harvest of berries, fruits and vegetables pursuant to paragraph e of subdivision two of section one hundred thirty of the labor law. 3. To obtain a farm work permit a minor shall present to the issuing officer the following: a. Evidence of age; b. Written consent of the parent or guardian; and c. A certificate of physical fitness. 4. Such permit shall be valid only when signed by the employer and subject only to the condition that it shall not be valid for work in or in connection with a factory. 5. A farm work permit shall not be required for the employment of a minor sixteen years of age or over in farm service.

**135. 1.** The employer of any minor required to have an employment certificate: a. Shall, before employment begins, file at the place of the minor's employment such certificate so that it may be readily accessible to any person authorized by law to examine such document; b. Shall, upon the termination of the minor's employment, return the employment certificate to the minor; c.(i) Shall, if the employer is engaged in a business of assigning employees for temporary services at another establishment, and the employer compensates the employee for such services rendered, keep on file in his or her office the employment certificate and shall cause to be delivered to each establishment where the child will perform his or her services a true copy of such employment certificate. Such delivery shall be deemed compliance with this section and sections one hundred thirty-one and one hundred thirty-two of this article. The owner of each establishment to which the child is assigned shall keep on file in his or her office such copy of the employment certificate, which shall be deemed compliance with this section, and shall return such copy to the employer at the conclusion of the child's assignment. Such employer shall note on the original employment certificate the existence of each copy. (ii) As used in this subdivision, the term "establishment" includes a factory, mercantile establishment, business office, restaurant, hotel, and any other trade, business or service. 2. The employer of any person claiming to be between eighteen and twenty-five years of age who does not present an employment certificate duly issued for him or her must require from such person, and furnish upon demand to the commissioner or his or her authorized representative, proof of the age of such person in the form of a driver's license or other documentation issued by the government of the United States or of any state located therein, or a certificate of age issued to such person by an employment certifying official. Such proof of age or a legible photocopy thereof, or an employment certificate, previously issued for such person and on file in the place of his or her employment, shall be conclusive evidence that the person has reached the age certified to therein.

<b>North Carolina</b>	<b>95-25.5</b> (a) No youth under 18 years of age shall be employed by any employer in any occupation without a youth employment certificate unless specifically exempted. The Commissioner of Labor shall prescribe regulations for youths and employers concerning the issuance, maintenance and revocation of certificates. Certificates will be issued, subject to review by the Department of Labor, by county directors of social services and such of their designees as are approved by the Commissioner; provided, the Commissioner may also issue certificates, both directly and electronically. An employment certificate shall not be required for any youth under 18 years of age engaged in the distribution of newspapers to the consumer outside of school hours.
<b>North Dakota</b>	<b>34-07-02</b> A minor fourteen or fifteen years of age may not be employed or permitted to work in any occupation except farm labor, domestic service, or in the employment of, and under the direct supervision of, the minor's parent or guardian unless the minor is exempt from compulsory school attendance under subdivisions b, c, and d of subsection 1 of section 15.1-20-02 or unless the minor has an employment certificate signed by the minor's parent or guardian in accordance with the provisions of this chapter. Any person, firm, corporation, or limited liability company employing a minor must keep on file a completed employment certificate, for each minor, as provided in this chapter. The employment certificate must be accessible to inspection by the principal of the school which the minor attends, a principal in the municipality in which the minor resides, or the labor commissioner or the commissioner's agent or representative.
<b>Ohio</b>	<b>4109.02</b> (A) Except as provided in division (B) of this section or in section 4109.06 of the Revised Code, no minor of compulsory school age shall be employed by any employer unless the minor presents to the employer a proper age and schooling certificate as a condition of employment. A valid certificate constitutes conclusive evidence of the age of the minor and of the employer's right to employ the minor in occupations not denied by law to minors of that age under section 4109.06 of the Revised Code or rules adopted under that section. (B) The following minors aged sixteen or seventeen are not required to provide an age and schooling certificate as a condition of employment: (1) Those who are to be employed during summer vacation months after the last day of the school term in the spring and before the first day of the school term in the fall, in nonagricultural and nonhazardous employment as defined by the "Fair Labor Standards Act of 1938," 52 Stat. 1060, 29 U.S.C.A. 201, and similar state statutes, or in other employment not prohibited to minors age sixteen or seventeen by law; (2) Unless required by the superintendent of schools of the school district where the minor resides or by the chief administrative officer of the nonpublic or community school the child attends, those who are to be employed not more than two months before the last day of the school term in the spring and not more than two months after the first day of the school term in the fall by a seasonal amusement or recreational establishment, on the condition that the following are satisfied: (a) For the period prior to Memorial day and after Labor day while school is in session, they are to be employed only for hours that occur between the end of the school day on Friday and eleven p.m. on Sunday. (b) For the period from Memorial day until the last day of the school term in the spring and from the first day of the school term in the fall until Labor day, they are to be employed only for hours that occur between the end of the school day and nine p.m. on Monday through Thursday and only for hours that occur between the end of the school day on Friday and eleven p.m. on Sunday. (C) To be hired for the type of employment described in division (B) of this section, minors shall provide the employer with the following: (1) Evidence of proof of age in the same manner as proof of age is provided the superintendent of schools or chief administrative officer under division (A)(3) of section 3331.02 of the Revised Code; (2) A statement signed by the minor's parent or guardian consenting to the proposed employment. For the purposes of this section, in the absence of a parent or guardian, a person over eighteen years of age with whom the minor resides may sign the statement. (3) An age and schooling certificate if one is required under division (B)(2) of this section by the superintendent of schools of the school district where the minor resides or by the chief administrative officer of the nonpublic or community school the child attends. (D) (1) "Labor day" and "Memorial day" have the same meanings as provided for those days in section 1.14 of the Revised Code. (2) "Seasonal amusement or recreational establishment" means both of the following: (a) An amusement or recreational establishment that does not operate for more than seven months in any calendar year; (b) An amusement or recreational establishment whose average receipts for any six months during the preceding calendar year were not more than thirty-three and one-third per cent of its average receipts for the other six months of that calendar year.
<b>Oklahoma</b>	<b>40:77</b> Before any child under the age of sixteen (16) years shall be employed in any occupation specified in Section 71 of this title, it shall be the duty of the parent or guardian of such child to procure and furnish the employer of such child an age and schooling certificate as hereinafter provided in this article. It shall be the duty of every person, firm or corporation owning or operating any of the establishments specified in Section 71 of this title, or employers in such occupation, to keep on file for the inspection of the Commissioner or his designee, truant officers, or other persons charged with the administration of this article, such age and schooling certificate, for every child

	<p>under sixteen (16) years of age employed in such occupation, and to keep on file where such children are employed a register with a complete list of children under sixteen (16) years of age so employed, together with the age of each child as set forth in the age and schooling certificate opposite the name of such child, and also to keep on file in such place or establishment, in such form as the Commissioner or his designee may prescribe, the time of opening and closing of such factory or other establishment, the number of hours of labor required or permitted in such establishment, the hours of commencing and stopping work, and the time allowed for meals, and, if there be two or more shifts in such establishment, the number of hours in each shift during which the employees are required or permitted to work. On termination of the employment of a child so registered, and whose certificate is so filed, such certificate shall be forthwith surrendered by the employer to the child or its parent, guardian or custodian; provided that this section shall not apply to the employment of children who are not residents of the State of Oklahoma, to perform in any duly licensed theatre, motion picture theatre or other place of public amusement.</p>
<p><b>Oregon</b></p>	<p><b>653.307</b> (1) In accordance with the applicable provisions of ORS chapter 183, the Wage and Hour Commission shall adopt rules governing annual employment certificates required under this section. After September 9, 1995, the rules governing the total hours a minor can work shall not be more restrictive than the requirements of the Federal Fair Labor Standards Act (29 U.S.C. 202, et seq.), unless otherwise provided by Oregon law. (2) An employer who hires minors shall apply to the Wage and Hour Commission for an annual employment certificate to employ minors. The application shall be on a form provided by the commission and shall include, but not be limited to: (a) The estimated or average number of minors to be employed during the year. (b) A description of the activities to be performed. (c) A description of the machinery or other equipment to be used by the minors. (3) Once a year, the Bureau of Labor and Industries shall provide to all employers applying for an annual employment certificate an information sheet summarizing all rules and laws governing the employment of minors. (4) Failure by an employer to comply with ORS 653.305 to 653.340 or with the regulations adopted by the Wage and Hour Commission pursuant to this section shall subject the employer to revocation of the right to hire minors in the future at the discretion of the Wage and Hour Commission, provided that an employer shall be granted a hearing before the Wage and Hour Commission prior to such action being taken. (5) All school districts shall cooperate with the Wage and Hour Commission and make available upon request of the commission, information concerning the age and schooling of minors.</p> <p><b>653.310</b> No child under 18 years of age shall be employed or permitted to work in any employment listed in ORS 653.320 (2) unless the person employing the child keeps on file and accessible to the school authorities of the district where such child resides, and to the police and the Wage and Hour Commission, an annual employment certificate as prescribed by the rules adopted by the commission pursuant to ORS 653.307 and keeps a complete list of all such children employed therein.</p>
<p><b>Pennsylvania</b></p>	<p><b>177</b> (a) All employers shall require the minor to have a valid employment certificate or transferable work permit prior to the commencement of employment. A transferable work permit shall remain in the custody of the minor. (b) It shall be the duty of every person who shall employ any minor possessing a general or vacation employment certificate to acknowledge, in writing, to the official issuing the same, the receipt of the employment certificate of said minor, within five days after the beginning of such employment. On termination of the employment of any such minor the general employment certificate or vacation employment certificate issued for such minor shall be returned by mail, by the employer, to the official issuing the same, immediately upon demand of the minor for whom the certificate was issued, or otherwise, within five days after termination of said employment. The official to whom said certificate is so returned shall file said certificate and preserve the same. Any minor whose employment certificate has been returned, as above provided, shall be entitled to a new employment certificate upon presentation of a statement from the prospective employer, as hereinabove provided. (a) Any employer employing a minor having a transferable work permit shall, within five days of commencement of such employment, provide the school district issuing that permit with the following information in writing: (1) The permit number. (2) The name and age of the minor employee hired. (3) The number of hours per day and week such minor employee will be employed. (4) The character of the employment. (b) An employer employing minors having transferable work permits shall maintain a record of minors at the work site which contains, for each minor, the name of school district issuing the permit, the minor's birthday, the date of issue of the permit, the permit number, and the occupation in which the minor is engaged. A photocopy of the transferable work permit may be used as a record for the information contained on that permit: Provided, however, That the employer record the occupation in which the minor is engaged on such photocopy. (c) In addition, upon termination of the employment of such minor, the employer shall, within five days, notify in writing the issuing school district of the fact employment has been terminated. (d) The school district shall maintain for two</p>

	years the records required to be filed by employers under subsection (a).
<b>Rhode Island</b>	<p><b>28-3-2</b> Whenever any truant officer or compliance inspector has reason to doubt that any child employed in any factory, mechanical, manufacturing, or business establishment has reached the age of sixteen (16) years, the compliance inspector shall demand of the child's employer that the employer shall furnish him or her within ten (10) days a certificate of age issued by the department of elementary and secondary education. If the employer refuses or fails to produce the certificate within ten (10) days, or in case the certificate does not show that the child has completed sixteen (16) years of life, the employer shall be deemed guilty of a misdemeanor, and on conviction shall be subject to a fine of twenty dollars (\$20.00). For the purpose of this chapter, the department of elementary and secondary education shall determine the age of the child on the presentation of a birth certificate, baptismal certificate, passport, or other evidence satisfactory to it.</p> <p><b>28-3-3</b> The school committee of each city or town, or any person that the school committee may designate, may issue for any child who has completed fourteen (14) years of age a special limited permit to work, permitting the employment of the child on days on which schools are not in session, and on school days at hours in which schools are not in session, at any legal employment and subject to the requirements of law limiting the employment of children, but not for employment in factories or in mechanical or manufacturing establishments. The permits to work shall be uniform throughout the state, and the permit to work form shall be prescribed and provided by the department of labor and training. The school committee of each city or town, or any person that the school committee may designate to issue the permits to work provided for in this section, shall keep on file a copy of each permit to work granted, together with the evidence on which the permit to work was granted.</p> <p><b>28-3-4</b> The permit shall, within five (5) days after termination of the employment of the child, be returned by the employer to the school committee which issued it, or to any person that the committee shall designate, and shall be kept on file until the official authorized to issue the certificate has received a written statement that the child will be employed in accordance with the provisions of law and that upon the termination of that employment, that permit will be disposed of.</p> <p><b>28-3-22</b> No boy or girl under sixteen (16) years of age shall, in any of the places mentioned or described in § 28-3-21, perform any act mentioned or described in that section until a permit and a badge have been issued to him or her by the truant officer of the city or town where he or she resides; and no boy or girl shall in any of the places perform any of the acts provided in § 28-3-21 except while wearing the badge in a conspicuous place on his or her clothing.</p>
<b>Tennessee</b>	<b>50-5-109</b> Before any minor may be employed or continue to be employed in connection with any gainful occupation, the employer shall require proof of the age of the minor employee or prospective employee by requiring the minor to provide the employer with a copy of the minor's birth certificate, passport, driver's license or state issued identification. If such evidence is not available, the parents or guardian shall appear with the minor before the judge or other officer of the juvenile court of the county in which the minor resides and shall make an oath as to the age of the minor.
<b>Utah</b>	<b>34-23-209</b> (1) All public and private schools and school districts within the state shall cooperate with employers or prospective employers by issuing age certificates or lists of students or recent students showing their dates of birth according to school records. (2) Such age certificates do not relieve employers of full responsibility for complying with all laws and rules pertaining to the employment of minors.
<b>Vermont</b>	<b>431</b> Except as provided in this subchapter, a child under 16 years of age shall not be employed in any gainful occupation unless the child deposits with the employer a certificate from the commissioner that states that the child is eligible for employment in accordance with the provisions of this subchapter. However, this requirement shall not apply to any child employed during vacations or before or after sessions of school when the employment is not otherwise prohibited by this subchapter.
<b>Virginia</b>	<b>40.1-84</b> No child under sixteen years of age shall be employed, permitted or suffered to work, in, about or in connection with any gainful occupation with the exception of volunteer work or work on farms, orchards and in gardens and except as provided in §§ 40.1-79.01, 40.1-101, and 40.1-102 unless the person, firm or corporation employing such child, procures and keeps on file and accessible to any school attendance officer, representative of the Department or other authorized persons, charged with the enforcement of this chapter, the employment certificate as hereinafter provided, issued for such child.

**40.1-85** Employment certificates shall be of two kinds: work-training certificate and vacation or part-time employment certificate.

**40.1-87** A vacation or part-time employment certificate shall permit the employment of a child between fourteen and sixteen years of age only during school vacation periods or on days when school is not in session, or outside school hours on school days.

**40.1-101** Notwithstanding the provisions of §§ 40.1-100 and 40.1-100.1, a child under sixteen years of age, whether a resident or nonresident of the Commonwealth, may be employed, permitted or suffered to participate in the presentation of a drama, play, performance, concert or entertainment, provided the management of the theater or other public place where such performance is to be held in the Commonwealth shall secure a permit from the Commissioner; provided, that no such permit shall be required for any nonprofit dance or music recital, nor for any television or radio broadcast in which the children participating are selected by the television or radio broadcasting station for sustaining noncommercial programs.

**40.1-104** An age certificate shall be issued, upon request of the employer or the worker, for a person sixteen years of age or over. It shall be issued by the person authorized to issue employment certificates under the provisions of this chapter upon presentation of the same evidence of age as required for an employment certificate. The age certificate shall show the person's name and address, his date of birth and signature, the signature of the person issuing the certificate and the evidence accepted as proof of age. An employment or age certificate duly issued shall be conclusive evidence of the age of the person for whom issued in any proceeding involving the employment of the person under any of the labor laws of this Commonwealth as to any act occurring subsequent to its issuance and prior to its revocation.

**40.1-112** A. In order to provide for enforcement of the child labor laws and the protection of employees, it shall be unlawful for any person, firm or corporation, except a nonprofit organization as defined in § 501 (c) (3) of the United States Internal Revenue Code, to engage in or to employ any person for, or suffer or permit any person in his employment to work in, any trade in any street or public place, including but not limited to candy sales or soliciting for commercial purposes, selling, or obtaining subscription contracts or orders for books, magazines or other periodical publications other than newspapers, without obtaining from the Commissioner a permit to conduct such business. No permit shall be required for the placement of advertisements or literature on or near a business or private residence, if there is no attempt, in person, to solicit business or make a sale at the time of the placement of the material.

**Washington**

**26.28.060** 1) Every person who shall employ, and every parent, guardian or other person having the care, custody or control of such child, who shall permit to be employed, by another, any child under the age of fourteen years at any labor whatever, in or in connection with any store, shop, factory, mine or any inside employment not connected with farm or house work, without the written permit thereto of a judge of a superior court of the county wherein such child may live, shall be guilty of a misdemeanor. (2) Subsection (1) of this section does not apply to children employed as: (a) Actors or performers in film, video, audio, or theatrical productions; or (b) Youth soccer referees who have been certified by a national referee certification program.

**49.12.123** In implementing state policy to assure the attendance of children in the public schools it shall be required of any person, firm or corporation employing any minor under the age of eighteen years to obtain a work permit as set forth in RCW 49.12.121 and keep such permit on file during the employment of such minor, and upon termination of such employment of such minor to return such permit to the department of labor and industries.

**49.12.300** (1) No person under sixteen years of age may be employed in house-to-house sales unless the department grants a variance permitting specific employment under criteria adopted by department rule. (2) No person sixteen or seventeen years of age may be employed in house-to-house sales unless the employer: (a) Obtains and maintains a validated registration certificate issued by the department. Application for registration shall be made on a form prescribed by the director, which shall include but not be limited to: (i) The employer's name, permanent address, and telephone number; (ii) The employer's social security number and industrial insurance number or, in lieu of these numbers, the employer's unified business identifier account number; and (iii) A description of the work to be performed by persons aged sixteen or seventeen and the working conditions under which the work will be performed; (b) Provides each employee sixteen or

	<p>seventeen years of age, before beginning work, an identification card in a form prescribed by the director. The card shall include, but not be limited to, a picture of the employee, the employee's name, the name and address of the employer, a statement that the employer is registered with the department of labor and industries, and the registration number. The person employed in house-to-house sales shall show the identification card to each customer or potential customer of the person; (c) Ensures supervision by a person aged twenty-one years or over during all working hours, with each supervisor responsible for no more than five persons; and (d) If transporting an employee sixteen or seventeen years of age to another state, obtains the express written consent of the employee's parent or legal guardian. (3) An employer may not employ a person sixteen or seventeen years of age in house-to-house sales after the hour of nine p.m. (4) The department shall adopt by rule procedures for the renewal, denial, or revocation of registrations required by this section.</p>
<p><b>West Virginia</b></p>	<p><b>21-6-3</b> (a) A child fourteen or fifteen years of age may be employed or permitted to work in any gainful occupation, except as provided in section two of this article, when the person, firm or corporation by whom the child is employed or permitted to work, obtains and keeps on file and accessible to officers charged with the enforcement of this article, a work permit issued by the superintendent of schools of the county in which the child resides, or by some person authorized by him or her in writing. Whenever a work permit has been issued, or wherever an age certificate has been issued under the provisions of section five of this article, it shall be conclusive as to the age of the child on whose behalf the work permit or age certificate was issued. (b) The superintendent of schools, or person authorized by him or her in writing, shall issue the work permit only upon receipt of the following documents: (1) A written statement, signed by the person for whom the child expects to work, that he or she intends legally to employ the child; (2) A brief written description of the job the child is expected to perform; (3) A birth certificate, or attested transcript thereof, issued by the registrar of vital statistics or other officer charged with the duty of recording births; (4) A certificate signed by the principal or registrar of the school attended showing that the child is attending school; and (5) The written consent of the parent or parents, guardian or custodian of the child.</p>
<p><b>Wisconsin</b></p>	<p><b>103.25</b> (1) A minor shall not be employed or permitted to work at any street trade unless the minor's employer first obtains from the department or a permit officer a street trade permit and the minor first obtains an identification card, both issued in accordance with this section. (2) If upon investigation, the department determines that there are practical difficulties or unnecessary hardships in carrying out sub. (1), the department may by general or special order make reasonable exceptions or modifications with due regard for the life, health, safety and welfare of minors employed in street trades. The investigation and orders shall be made as provided under s. 103.005. These orders are subject to review as provided in ch. 227. (3) The form and requisites of street trade permits shall be the same as those specified for child labor permits in s. 103.73, except as provided in sub. (3m) and except that the permits may be issued on special street trade permit forms, in a form determined by the department. Each minor for whom a street trade permit is issued shall be provided by the department or the permit officer issuing the permit with a street trade identification card, in a form determined by the department. The minor shall carry the identification card while engaged in street trade employment and shall not transfer it to any other person. (a) In addition to the information required for a street trade permit under sub. (3), a street trade permit obtained by a house-to-house employer shall contain the minor's permanent home address and social security number. (b) A house-to-house employer shall have a copy of the street trade permit issued for the minor stamped or endorsed by the clerk of any municipality where the minor conducts a street trade from house to house. (c) This subsection does not apply to employment of a minor by a newspaper publisher or in a fund-raising sale for a nonprofit organization, a public school or a private school. (4) In relation to employment in street trades a permit issued under this section has the same force and effect as a permit issued under ss. 103.64 to 103.82; and the failure to obtain a permit when required under this section subjects the employer to the same penalties and liabilities as failure to obtain a permit when required under ss. 103.64 to 103.82. (5) This section does not apply to employment of a minor in a fund-raising sale for a nonprofit organization, a public school or a private school.</p> <p><b>103.75</b> (1) The department or persons designated by the department may issue certificates of age for minors under rules the department deems necessary. In issuing a certificate of age for a minor, the department or person designated by the department shall accept as evidence of the minor's age the evidence specified in s. 103.73 (1) (a) in the manner specified in s. 103.73 (1) (a). The certificate is conclusive evidence of the age of the minor to whom issued in any proceeding under any of the labor laws and under ch. 102 as to any act or thing occurring subsequent to the date the certificate was issued.</p> <p><b>103.70</b> (1) Except as otherwise provided in sub. (2) and in ss. 103.21 to 103.31, 103.78, 938.245 (2)</p>

(a) 5. b., 938.32 (1t) (a) 2. and 938.34 (5) (b) and (5g) (c), and as may be provided under s. 103.79, a minor, unless indentured as an apprentice in accordance with s. 106.01, or unless 12 years and over and engaged in farming, or unless 14 years and over and enrolled in a youth apprenticeship program under s. 106.13, shall not be employed or permitted to work at any gainful occupation or employment unless there is first obtained from the department or a permit officer a written permit authorizing the employment of the minor within those periods of time stated in the permit, which shall not exceed the maximum hours prescribed by law. (2) Minors may be employed without permits in any employment limited to work in or around a home in work usual to the home of the employer, if the employment is not in connection with or a part of the business, trade, or profession of the employer, is in accordance with the minimum age stated in s. 103.67 (2) (f), and is not specifically prohibited by ss. 103.64 to 103.82 or by any order of the department. Minors may also be employed without permits as election inspectors as provided in s. 7.30 (2) (am).

**103.71** (1) Except as provided in s. 103.78, a permit shall not be issued authorizing any minor 14 to 18 years of age to be employed during the hours that the minor is required to attend school under s. 118.15, unless the minor has completed high school. The department and its permit officers shall accept as evidence of the minor's completion of high school either: (a) A diploma or certificate to this effect issued by the superintendent of public schools or by the principal of the public school last attended by such minor, or in the absence of both the aforementioned persons by the clerk of the proper school board; or (b) A diploma or certificate to this effect issued by the superintendent of the parochial school system or by the principal of the parochial or private school last attended by such minor. Such superintendent, principal or clerk shall issue such diploma or certificate upon receipt of any application in behalf of any minor entitled thereto. As used in this paragraph the term "school district" shall apply to all regularly constituted school districts, including union free high school districts. (2) No permit may be issued authorizing the employment of any minor under 14 years of age at any time, except that a permit may be issued authorizing the employment of a minor under 14 years of age as follows to the extent permitted under the federal Fair Labor Standards Act, 29 USC 201 to 219: (a) The employment of minors 11 to 13 years of age as ball monitors at high school football games as provided in s. 103.67 (2) (i). (b) The employment of minors 12 years of age and over: 1. In school lunch programs under s. 103.67 (2) (a). 2. In street trades as provided in ss. 103.21 to 103.31. 3. As caddies on golf courses as provided in s. 103.67 (2) (d). 4. In the business, trade or profession of the minor's parent or guardian as provided in s. 103.67 (2) (g). 5. As a sideline official at a high school football game as provided in s. 103.67 (2) (h). 6. As officials for athletic events as provided in s. 103.67 (2) (hm). (3) No permit may be issued under sub. (2) (b) 4., unless the department or permit officer is satisfied that employment under s. 103.67 (2) (g) is not injurious or detrimental to the minor's education, health, safety or welfare.

**103.275** (1) No person may do any of the following without obtaining a certificate under sub. (2): (a) Act as a house-to-house employer. (b) Recruit or offer employment to a minor to conduct street trades from house to house. (2) Application and issuance of certificate. (a) A person shall apply to the department for a house-to-house employer certificate by submitting an application to the department. The department shall furnish applications upon request and applications shall contain all of the following: 1. The name of the applicant and the address and telephone of its principal place of business. 2. If the applicant is a corporation, the date and place of its incorporation. 2L. If the applicant is a limited liability company, the date and place of its organization. 3. The name and permanent home address of the sole proprietor, managing partner, managers or principal officers of the applicant. 4. The names, permanent home addresses and dates of birth of any of the applicant's employees, agents or representatives who supervise minor employees conducting street trades from house to house. 5. The employer identification numbers assigned to the applicant by the internal revenue service and the department of revenue. 6. Any documents required by the department to prove that the applicant has complied with sub. (3). 7. Any other information that the department considers relevant. (b) Except as provided under pars. (bm) and (br), upon receipt of a properly completed application, the department shall issue a house-to-house employer certificate if all of the following apply: 1. The department is satisfied that the applicant will comply with ss. 103.21 to 103.31. 2. The applicant has established proof of ability to pay under sub. (3). 3. If the application is for a new certificate after revocation under sub. (7), the revocation occurred at least 12 months before issuance of the new certificate. 1. Except as provided in subd. 2m., the department shall require each applicant for a house-to-house employer certificate under this subsection who is an individual to provide the department with the applicant's social security number, and shall require each applicant for a house-to-house employer certificate who is not an individual to provide the department with the applicant's federal employer identification number, when initially applying for or applying to renew the house-to-house employer certificate. 2. If an applicant who is an individual fails to provide the applicant's social security number to the department or if an applicant who is not an individual fails to provide the applicant's federal employer identification number to the

department, the department may not issue or renew a house-to-house employer certificate under this subsection to or for the applicant unless the applicant is an individual who does not have a social security number and the applicant submits a statement made or subscribed under oath or affirmation as required under subd. 2m. 2m. If an applicant who is an individual does not have a social security number, the applicant shall submit a statement made or subscribed under oath or affirmation to the department that the applicant does not have a social security number. The form of the statement shall be prescribed by the department. A house-to-house employer certificate issued in reliance upon a false statement submitted under this subdivision is invalid. 3. The subunit of the department that obtains a social security number or a federal employer identification number under subd. 1. may not disclose the social security number or the federal employer identification number to any person except to the department of revenue for the sole purpose of requesting certifications under s. 73.0301 or on the request of the subunit of the department that administers the child and spousal support program under s. 49.22 (2m). (bm) The department shall deny, suspend, restrict, refuse to renew or otherwise withhold a house-to-house employer certificate for failure of the applicant or house-to-house employer to pay court-ordered payments of child or family support, maintenance, birth expenses, medical expenses or other expenses related to the support of a child or former spouse or for failure of the applicant or house-to-house employer to comply, after appropriate notice, with a subpoena or warrant issued by the department or a county child support agency under s. 59.53 (5) and related to paternity or child support proceedings, as provided in a memorandum of understanding entered into under s. 49.857. Notwithstanding sub. (7) and s. 103.005 (10), an action taken under this paragraph is subject to review only as provided in the memorandum of understanding entered into under s. 49.857 and not as provided in sub. (7) and ch. 227. (br) The department shall deny an application for the issuance or renewal of a house-to-house employer certificate, or revoke such a certificate already issued, if the department of revenue certifies under s. 73.0301 that the applicant or house-to-house employer is liable for delinquent taxes. Notwithstanding sub. (7) and s. 103.005 (10), an action taken under this paragraph is subject to review only as provided under s. 73.0301 (5) and not as provided in sub. (7) and ch. 227. (c) A person who receives a house-to-house employer certificate shall notify the department of any changes in the information required in the application submitted under par. (a) within 30 days after the change occurs. (d) A house-to-house employer certificate is valid for a 12-month period. A house-to-house employer may renew a certificate by submitting an application under par. (a), subject to the conditions under par. (b).

**270.001** Section 103.71, Stats., permits the issuance of permits to minors 14 years of age and over, minors 12 and over in school lunch programs, in street trades, caddies on golf courses and under the direct supervision of the minor's parent or guardian in connection with the parent's or guardian's business, trade or profession.

**Wyoming**

**27-6-107** To ensure that a child is of proper age to be employed under this section, every person, firm or corporation employing a child under sixteen (16) years of age shall procure and have on file where the child is employed, a form of proof of age as required under W.S. 27-6-108; provided however that under no circumstances shall any child under sixteen (16) years of age be employed in any occupation listed in W.S. 27-6-112 or in any occupation declared by the department of employment to be hazardous for children under sixteen (16) years of age.