

**STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT—CERTIFICATE OF AGE**

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

A “STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT—CERTIFICATE OF AGE” form (CDE Form B1-1) shall be completed in accordance with California

## Colton Joint Unified School District - Hours of Work for Students

In order to obtain a work permit, students must maintain satisfactory grades and attendance. Students that fall below the district standard in grades or attendance will be in jeopardy of losing their permit to work.

### AGES:

16 – 17 When school is in session: Daily maximum 4 hours, Monday through Thursday. May work up to 8 hours on any non-school day or on any day that precedes a non-school day. May be permitted to work up to 24 hours per week.

Work Experience Education program students may be permitted to work a maximum of 8 hours on a school day. May be permitted to work up to 40 hours per week.

When school is not in session: (Fall, Winter, Spring, and Summer Break) Daily maximum 8 hours and weekly maximum 40 hours.

Work must be performed between 5:00 a.m. and 10:00 p.m. except that work hours can be extended to 12:30 a.m. on nights preceding non-school days. Students in Work Experience Education programs can be authorized to work until 12:30 a.m. on nights preceding school days.

14 – 15 When school is in session: Daily maximum 3 hours, Monday through Friday. Weekly maximum 18 hours. Can work 8 hours on Saturday and Sunday.

When school is not in session: (Fall, Winter, Spring, and Summer Break) Daily maximum 8 hours and weekly maximum 40 hours.

May work from 7:00 a.m. to 7:00 p.m. any day of the week. May work from 7:00 a.m. to 9:00 p.m. when school is not in session.

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

## General Summary of Minors' Work Regulations

State child labor laws and the child labor provisions of the federal Fair Labor Standards Act (FLSA) govern most California employers.

If federal laws, state laws, and school district policies conflict, the more restrictive law (that which is most protective of the employee) prevails.

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

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

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|----------------------------------------------------------------|-----------------------------------------------|
| 1. Explosives                                                  | 10. Power-driven food slicing/processing      |
| 2. Motor vehicle driving/outside helper                        | 11. Power baking/dough making machines        |
| 3. Coal mining                                                 | 12. Power-driven paper products/paper bailing |
| 4. Logging and sawmilling                                      | 13. Manufacturing brick, tile products        |
| 5. Power-driven woodworking machines                           | 14. Power saws and shears                     |
| 6. Radiation exposure                                          | 15. Wrecking, demolition                      |
| 7. Power-driven hoists/forklifts                               | 16. Roofing                                   |
| 8. Power-driven metal forming, punching, and shearing machines | 17. Excavation operations                     |
| 9. Other mining                                                | 18. Feed box crusher                          |

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

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

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

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

Employers of minors required to attend school must complete a "Statement of Intent to Employ Minor and Request for Work Permit" (form B1-1) for the school district of attendance for each such minor. Employers must themselves have on file for each such minor a "Permit to Employ and Work" (form B1-4). Work permits (B1-4)