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**THE STATE OF CALIFORNIA**

Work Permit for Minors

**THE STATE OF CALIFORNIA REQUIRES THAT ALL MINORS  
(A PERSON UNDER THE AGE OF 18)  
HAVE A WORK PERMIT ON FILE AT THE WORKSITE BEFORE THE  
EMPLOYMENT IS LEGAL**

Exceptions: High School Diploma or equivalent

**A minor not attending school is not eligible for a California Work Permit**

**PROCEDURES FOR OBTAINING A WORK PERMIT**

1. The school of attendance issues the work permit.
2. The school will issue a State of California Department of Education form number B1-1 (Request for a Work Permit Application). This form must be completed in blue or black ink and requires the signature of the student, the employer, and the parent/guardian.
3. The completed B1-1 is returned to the school of attendance and reviewed for accuracy and eligibility for both Fresno Unified and the prospective employer.
4. The student is to return to his/her school of attendance to pick up the student's State of California Department of Education Work Permit, form B1-4 (Permit to Employ and Work). The B1-4 is the document that students need to submit to his/her employer to begin employment.
5. Student must provide a social security number and proof of identification.

**For more information** about child labor laws, contact the U.S. Department of Labor at <http://www.dol.gov/>, and the State of California Department of Industrial Relations, Division of Labor Standards Enforcement at <http://www.dir.ca.gov/DLSE/dlse.html>.

Student Name \_\_\_\_\_ School ID# \_\_\_\_\_

In order to acquire a work permit in the Fresno Unified School District, the following minimum standards must be adhere to attendance, grades and citizenship guidelines. **Additionally, students must be enrolled in five (5) courses per quarter in order to maintain a valid Work Permit (FC 46145)**

**ATTENDANCE STANDARD:**

**Students with six (6) or more days of unexcused absences or thirty-six (36) individual period absences/tardies per quarter** will receive a probationary work permit; students may be employed and work with a probationary work permit. Subsequent violations of the attendance standard results in revocation of the student’s work permit. Parents and employers will be notified by the student’s counselor of the probation/revocation status of the student’s work permit.

**GRADING STANDARD:**

**Student must have a quarterly eligibility grade point average (GPA) of 2.0 or better or the work permit will be placed on probation.** Students may be employed and work during a probation period. Subsequent violations of the grading standard results in revocation of the student’s work permit. Parents and employers will be notified by the student’s counselor of the probation/revocation status of the student’s work permit.

**CITIZENSHIP STANDARD:**

**Students must maintain appropriate conduct in citizenship.** Suspension, expulsion or conduct referrals will result in a probationary work permit. Students may be employed and work during a probation period. Subsequent violations of the citizenship standard results in revocation of the student’s work permit. Parents and employers will be notified by the student’s counselor of the probation/revocation status of the student’s work permit.

The Fresno Unified School District’s intent is to improve each student’s academic performance, attendance, and citizenship as they build their work habits, skills, and positive character references. Students must re-apply for a work permit after the revocation period providing the student has met the District’s minimum requirements to maintain the work permit.

**For more information** about child labor laws, contact the U.S. Department of Labor at <http://www.dol.gov/>, and the State of California Department of Industrial Relations, Division of Labor Standards Enforcement at <http://www.dir.ca.gov/DLSE/dlse.html>.

**I have read and understand the above information on the Requirements to Maintain the Work Permit.**

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**<For Office Use Only>**

GPA \_\_\_\_\_ Attendance \_\_\_\_\_ Citizenship \_\_\_\_\_

Regular \_\_\_\_\_ Probation \_\_\_\_\_ Denied \_\_\_\_\_

Reason for Probation or Denial \_\_\_\_\_

Counselor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

A "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT-CERTIFICATE OF AGE" form (CDE Form B1-1) shall be completed in accordance with California *Education Code* 49162 and 49163 as notification of intent to employ a minor. This form is also a Certificate of Age pursuant to California *Education Code* 49114.

(Print Information)

**Minor's Information**

Minor's Name ( <i>First and Last</i> )	Home Phone	Grade
Home Address	City	Zip Code
Birth Date	Social Security Number	Age
		Student's Signature

**School Information**

School Name	School Phone	
School Address	City	Zip Code

**To be filled in and signed by parent or legal guardian**

*This minor is being employed at the place of work described with my full knowledge and consent. I hereby certify that to the best of my knowledge and belief, the information herein is correct and true.*

Parent's Name ( <i>Print First and Last</i> )	Parent's Signature	Date
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**To be filled in and signed by employer**

Business Name or Agency of Placement	Business Phone	Supervisor's Name
Business Address	City	Zip Code
Employer's Maximum Expected Work Hours: _____ hours per day _____ hours per week		
Describe nature of work to be performed: _____		

*In compliance with California labor laws, this employee is covered by workers' compensation insurance. This business does not discriminate unlawfully on the basis of race, ethnic background, religion, sex, sexual orientation, color, national origin, ancestry, age, physical handicap, or medical condition. I hereby certify that, to the best of my knowledge, the information herein is correct and true.*

Employer's Name ( <i>Print First and Last</i> )	Employer's Signature	Date
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**For authorized work permit issuer use ONLY**

<p>Maximum number of work hours when school is in session:</p> <table style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;">Mon</td> <td style="width:10%;">Tues</td> <td style="width:10%;">Wed</td> <td style="width:10%;">Thur</td> <td style="width:10%;">Fri</td> <td style="width:10%;">Sat</td> <td style="width:10%;">Sun</td> <td style="width:10%;">Total</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table> <p>Proof of Minor's Age (<i>Evidence Type</i>)</p> <p>Verifying Authority's Name and Title (<i>Print</i>)</p> <p>Verifying Authority's Signature</p>	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Total									<p>Maximum number of work hours when school is not in session:</p> <table style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;">Mon</td> <td style="width:10%;">Tues</td> <td style="width:10%;">Wed</td> <td style="width:10%;">Thur</td> <td style="width:10%;">Fri</td> <td style="width:10%;">Sat</td> <td style="width:10%;">Sun</td> <td style="width:10%;">Total</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table> <p><b>Check Permit Type:</b></p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <input type="checkbox"/> Full-time  <input type="checkbox"/> Restricted  <input type="checkbox"/> General                 </div> <div style="width: 45%;"> <input type="checkbox"/> Work Experience Education, Vocational Education, or Personal Attendant  <input type="checkbox"/> Workability                 </div> </div>	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Total								
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**General Summary of Minors' Work Regulations**

FLSA-Federal Labor Standards Act, CDE-California Department of Education, EC-California Education Code, LC-California Labor Code

- **If federal laws, state laws, and school district policies conflict, the more restrictive law (the one most protective of the minor) prevails. (FLSA)**
- Employers of minors required to attend school must complete a "Statement of Intent to Employ Minor and Request for Work Permit" (CDE B1-1) for the school attendance for each such minor. (EC 49162)
- Employers must retain a "Permit to Employ and Work" (CDE B1-4) for each such minor. (EC 49161)
- Work permits (CDE B1-4) must be retained for three years and be available for inspection by sanctioned authorities at all times. (EC 49164)
- A work permit (CDE B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. (EC 49164)
- A day of rest from work is required in every seven days, and shall not exceed six days in seven. (LC 551, 552)  
 Minors under the age of 18 may not work in environments declared hazardous or dangerous for young workers, examples listed below: (LC 1285–1312)
  1. Explosive exposure
  2. Motor vehicle driving/outside helper
  3. Roofing
  4. Logging and sawmilling
  5. Power-driven woodworking machines
  6. Radiation exposure
  7. Power-driven hoists/forklifts
  8. Power-driven metal forming, punching, and shearing machines
  9. Power saws and shears
  10. Power-driving meat slicing/processing machines

**HOURS OF WORK**

<b>16 &amp; 17 Year Olds</b>	<b>14 &amp; 15 Year Olds</b>	<b>12 &amp; 13 Year Olds</b>
Must have completed 7 <sup>th</sup> grade to work while school is in session. (EC 49112)	Must have completed 7 <sup>th</sup> grade to work while school is in session (EC 49112)	Labor laws generally prohibit non-farm employment of children younger than 14. Special rules apply to agricultural work, domestic work, and the entertainment industry. (LC 1285–1312)

**School In Session**

4 hours per day on any schoolday (EC 49112; 49116; LC 1391) 8 hours on any non-schoolday or on any day preceding a non-schoolday. (EC 49112; LC 1391) 48 hours per week (LC 1391) WEE students & personal attendants may work more than 4 hours on a schoolday, but never more than 8. (EC 49116; LC 1391, 1392)	3 hours per schoolday outside of school hours (EC 49112, 49116; LC 1391) 8 hours on any non-schoolday No more than 18 hours per week (EC 49116; LC 1391) WEE students may work during school hours & up to 23 hours per week. (EC 49116; LC 1391)	2 hours per schoolday and a maximum of 4 hours per week. (EC 49112)
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**School Not In Session**

8 hours per day (LC 1391, 1392) 48 hours per week (LC 1391)	8 hours per day (LC 1391, 1392) 40 hours per week (LC 1391)	8 hours per day (LC 1391, 1392) 40 hours per week (LC 1391)
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**Spread of Hours**

5 a.m.–10 p.m. However, until 12:30 a.m. on any evening preceding a non-schoolday (LC 1391) WEE students, with permission, until 12:30 a.m. on any day (LC 1391.1) Messengers: 6 a.m.–9 p.m.	7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)	7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)
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