

Mail Completed Application to:
 Department of Labor and Industries
 Employment Standards Program
 PO Box 44510
 Olympia WA 98504-4510
 Phone: (360) 902-5316 - FAX: (360) 902-5300
 Email: teensafety@Lni.wa.gov
www.TeenWorkers.Lni.wa.gov



Seasonal Group Variance Application

For Exception from the Hours of Work for Minors

Employers must have a current minor work permit to request a variance. Your business will receive an Approved Variance Letter by email if this application is approved.

[WAC 296-131-140, Variances](#) – Agricultural Employment, and [WAC 296-125-0600, Variances](#) – Non-Agricultural Employment, provides that the Department of Labor and Industries may grant an employer a variance from specific rules. **The employer must show good cause as defined in the regulations in order to be granted a variance.** The affected minor employees, school (if in session) and parent or legal guardian must be advised of the requested variance, and the required Parent/School Authorization form must include the proposed exceptions.

The department will review the following information in consideration of granting the requested variance. **In order for us to process this application, it must be completed in full.**

UBI Number for this business location:

9-digit Unified Business Identifier (UBI)

4-digit Location ID

Business Name

Mailing Address

City

State

Zip+4

Location Address

City

State

Zip+4

Point of Contact

Email Address

Phone Number

Fax Number

Number of minors affected by age-group:

14-15 year-olds:

16-17-year-olds:

Section(s) of minor work rules for which variance is requested (**indicate Yes or No for each section below**)

WAC 296-131-120 Hours of Work for Minors in Agricultural Employment: Yes No

WAC 296-125-027 Hours of Work for Minors in Non-Agricultural Employment (16-and 17-year-olds only): Yes No

Proposed alternative to rule. Please describe what you want minor(s) to do, e.g., work more hours, total number of hours per day and week, etc. **Please distinguish between 14- and 15-year-olds vs. 16- and 17-year-olds in the details of your request, if applicable. More space available on attached tables.**

Reason(s) and circumstances specified along with any information necessary to support your request, e.g., demonstration of good cause.

Date

Printed Name and Title

Signature of Employer Representative (electronic accepted)

Please fill your Variance request below in detail.

Variance Request for Hours of Work for Minors - Agriculture (WAC 296-131-120)

Work Hours	12- and 13-year olds			14- and 15-year-ols			16- and 17-year-olds		
	Non-School Allowable	Off-Peak 6 weeks	Peak 2 weeks	Non-School Allowable	Off-Peak 6 weeks	Peak 2 weeks	Non-School Allowable	Off-Peak 6 weeks	Peak 2 weeks
Working hours	5 a.m. – 9 p.m.			5 a.m. – 9 p.m.			5 a.m. – 9 p.m.		
Max hours Per day	8			8			10		
Max hours Per week	40			40			50		
Max day Per week	6			6			6		

Please fill in the gaps for what the hours of work will be during the off-peak time and indicate how many weeks the peak hours would apply.

The variance dates are approximately: June _____ - August _____

Variance Request for Hours of Work for Minors – Non-Agriculture (WAC 296-125-027)

Work Hours	16- and 17-year-olds		
	Non-School Allowable	Off-Peak 6 weeks	Peak 2 – 3 weeks
Hours a day	8		
Hours a week	48		
Days a week	6		
Start time	5 a.m.		
Quit time	12 a.m.		

The variance dates are approximately: June _____ - August _____

Peak dates for extended work hours are approximately: _____

If you anticipate different hours of work for youth during different times in the season during the non-school weeks, please describe what is generally anticipated for extended hours during peak and non-peak weeks.

Provide more detail below if needed:

For more information regarding these laws contact the Employment Standards Program at teensafety@Lni.wa.gov or 360.902.5316.

Note: The Department of Labor and Industries will not approve a variance that conflicts with Federal Child Labor Laws. If you have questions regarding coverage under federal law, please call the U. S. Department of Labor toll-free at (866) 487-9243.