



Seasonal Group Minor Work Variance Application

Employment Standards Program
PO Box 44510
Olympia WA 98504-4510

Employers: Use this form if you are asking L&I to make a temporary exception to state rules limiting teen work hours. See [WAC 296-131-140](#) or [WAC 296-125-0600](#)

Email: TeenSafety@Lni.wa.gov
Fax: 360-902-5300
Phone: 360-902-5316

Important: Before you send in this application, you must have a current minor work permit endorsement on your Washington business license to cover the duration of your request. To apply, go to: <http://bls.dor.wa.gov/minorworkpermit.aspx>.

Your business will receive an Approved Variance letter by email if this application is approved.

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.** 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](#) or [Parent Authorization for Summer Work form](#) must include the proposed exception.

Note: L&I can't approve a variance if it conflicts with US federal child labor laws. Call the US Dept. of Labor at 866-487-9243.

Employer Information

| | | | |
|--|-------------------------------|-------|----------|
| Your Business Name | Corporation Name | | |
| Type of Business & Products Manufactured or Services Rendered | | | |
| Washington Unified Business Identifier (UBI) | Location ID (Last 4 Digits) | | |
| Mailing Address | City | State | Zip Code |
| Location Address (Physical location where teen will be working) | City | State | Zip Code |
| Contact Name | Contact Email | | |
| Contact Phone Number | Contact Fax Number (Optional) | | |
| Noise Exposure Assessment: Are your readings above 85 decibels? <input type="checkbox"/> No <input type="checkbox"/> Yes If "Yes," attach Noise Exposure Assessment dated within two years or if any equipment has changed. | | | |

If you're planning to hire: 14 — 15 year old teens **Agriculture only**

Approximate number of 14 — 15 year old teens you plan to hire:

Describe in detail the work *duties* you plan for the teens. Work hours will be completed on page 2.

If you're planning to hire: 16 — 17 year old teens

In agriculture ([WAC 296-131-120](#)) Non-agriculture ([WAC 296-125-027](#))

Approximate number of 16 — 17 year old teens you plan to hire:

Describe in detail the work *duties* you plan for the teens. Work hours will be completed on page 2.

Explain your reason for requesting this variance.

Signatures

Print Name of Employer Representative

Signature of Employer Representative

Date

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Employer Request for Additional Work Hours

| | |
|---|----------------------------------|
| Your Business Name | Corporation Name |
| Washington Unified Business Identifier (UBI) - | Location ID (Last 4 Digits) - |

A. Seasonal Agricultural Work

Variance request for groups of *seasonal* teen workers on **non-school** days.

Write in the table below the maximum hours and days of work you're requesting for both **peak** and **off-peak** periods.

| | 14 — 15 Year Olds | | | 16 — 17 Year Olds | | |
|--------------------|-------------------------------------|----------------------|--------------------------|-------------------------------------|----------------------|--------------------------|
| | Maximum Allowed without variance | Your Request Peak | Your Request Off Peak | Maximum Allowed without variance | Your Request Peak | Your Request Off Peak |
| Time Period | 5 am — 9 pm | _____ to _____ | _____ to _____ | 5 am — 10 pm | _____ to _____ | _____ to _____ |
| Hours/Day | 8 hours | _____ hrs | _____ hrs | 10 hours | _____ hrs | _____ hrs |
| Hours/Week | 40 hours | _____ hrs | _____ hrs | 50 hours | _____ hrs | _____ hrs |
| Days/Week | 6 days | _____ days | _____ days | 6 days | _____ days | _____ days |

*12 — 13 year olds are allowed to work **only** during non-school weeks and **only** hand-harvesting berries, bulbs, cucumbers, and spinach.

14 — 17 year olds are allowed to work 7 days a week in dairy, livestock, hay harvest, and irrigation during school and non-school weeks.

| | |
|---|----------------------|
| For what time period (approximately) are you requesting this variance? | Date: _____ to _____ |
| What peak dates do you expect during this time period? | Date: _____ to _____ |

B. Seasonal Non-Agricultural Work (16 — 17 year olds only)

Variance request for groups of seasonal, 16 — 17 year old workers on **non-school** days.

| | Non-School Week | | |
|--------------------|-----------------|---------------------|-------------------------|
| | Maximum Allowed | Your Request — Peak | Your Request — Off Peak |
| Time Period | 5 am — Midnight | _____ to _____ | _____ to _____ |
| Hours/Day | 8 hours | _____ hrs | _____ hrs |
| Hours/Week | 48 hours | _____ hrs | _____ hrs |
| Days/Week | 6 days | _____ days | _____ days |

| | |
|---|----------------------|
| For what time period (approximately) are you requesting this variance? | Date: _____ to _____ |
| What peak dates do you expect during this time period? | Date: _____ to _____ |

Questions? Go to: www.Lni.wa.gov/TeenWorkers Email: TeenSafety@Lni.wa.gov Call: 360-902-5316