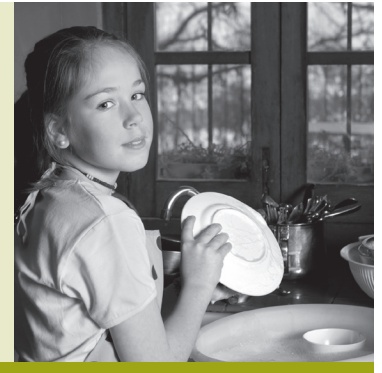


Fact Sheet:

Employing Children Under Age 14

Requirements for both agricultural and non-agricultural jobs



This fact sheet provides the information you as an employer need to have to hire children under age 14. Since **the minimum legal age to work in Washington State is 14 years old**, you must obtain permission from a superior court judge in the county where the minor lives, among other requirements. There are a few exceptions.

The requirements in this fact sheet do not apply to:

- **Agricultural work or family farms.** 12–13 year-olds can hand-harvest berries, bulbs, cucumbers, and spinach during non-school weeks. Immediate family members of farm owners are exempt from age requirements and child labor laws when working on their family farm.
- **Theatrical work**, including actors or performers in film, video, audio, or theatrical productions. Employers must apply for a theatrical variance from L&I if the minor needs to work more than the allowed hours or during school hours.
- **Soccer referees.** See: *Sports Teams and Youth Workers*, Publication F700-130-909.
- State, local, and tribal entities.
- Casual laborers, newspaper carriers, and volunteers. Casual labor examples include babysitting, raking leaves, etc.

Requirements

All businesses, not otherwise exempted above, who are hiring minors under 14 must have:

- Superior court approval
- A completed parent/school or summer authorization form
- A minor work permit
- Proof of the minor's age on file

How to get superior court permission

You must get permission from a superior court judge in the county where the child lives. Check with that court regarding its procedures and filing fees. To file with the court, submit the following forms (contained in this packet) along with any court-required fees:

- a. Employer Petition to the Court
- b. Court Form Granting Permission

Parent/School or Summer Authorization

Once you have signed permission from the court, send a copy of it with a completed *Parent/School Authorization* form or *Parent Authorization for Summer Work* to:

- TeenSafety@Lni.wa.gov, or
- Employment Standards Program/
Youth Employment
Department of Labor & Industries
PO Box 44510
Olympia WA 98504-4510

Get a minor work permit

Before you hire a minor under 14, you must have and post a current minor work permit.

If you don't have a minor work permit, get a minor work permit endorsement on your Washington business license.

If your business already has a minor work permit, you must update it with L&I if it does not include an endorsement to hire employees under 14.

Proof of minor's age

You must keep proof of the minor's age on file at the location where the youth is employed. Proof of age can include a copy of the youth's birth certificate or similar document. We also accept:

- Passport
- Notarized statement from a parent
- Baptismal record

Remember

Once you have obtained and posted your permit, remember these important requirements:

- Employers must pay workers under the age of 16 at least 85% of the state's minimum wage.
- Employers must carry workers' compensation insurance on all employees regardless of age.
- Regulations involving the hours of work, meal and rest periods, and prohibited duties listed for youth under the age of 16 apply. See www.Lni.wa.gov/TeenWorkers.

Any Questions?

Contact the Youth Employment unit at L&I:

- Toll Free: 1-866-219-7321
- Email: TeenSafety@Lni.wa.gov

Related resources and forms

- RCW 26.28.060
- WAC 296-125-018
- Employer's Petition to the Court
- Court Form Granting Permission
- *Parent/School Authorization* (F700-002-000)
- *Parent Authorization for Summer Work* (F700-168-000)

**Employer Petition to the Court
In the Superior Court for the State of Washington
For _____ County**

In RE:

Print Minor's Name

No. _____

**Employer's Petition for Permission to
Employ Minors Under 14**

_____ requests permission
Name of Company

to employ the above-named minor(s) to work in _____
Type of Business (e.g. retail, hospitality, etc.)

This required petition is made after review of L&I publication, "Employing Children Under Age 14." ([RCW 26.28.060](#))

Address Where Minor Will Be Working:

List of duties to be performed by the minor(s):

(NOTE: A list of prohibited duties is on the back of this form.)

Presented By:

Print Name of Party or Lawyer/WSBA
No.

Signature of Party or Lawyer

Date

Washington laws prohibit minors in certain jobs from performing duties below

Non-agricultural jobs

Minors under 18 cannot perform these duties:

- drive motor vehicles regularly, only 17 year olds may occasionally drive on public roadways
- all work in mining, explosives and in or about boiler or engine rooms
- working around, operating, repairing or cleaning earth-moving machines, hoisting apparatus, cranes, or other heavy equipment
- work involving potential exposure to radioactive substances and to ionizing radiation
- roofing, logging, and sawmill work
- wrecking, demolition, excavations, and shipbreaking operations
- any work with possible exposure to blood borne pathogens, radioactive and hazardous substances
- working at heights greater than 10 feet off the ground or floor level
- all work in preparing meats for sale, unless they do the work away from meat-cutting and preparation areas
- in the service industry: working alone past 8 p.m. without an adult employee on the premises at all times
- working with power-driven woodworking machines and metal forming, punching, and shearing machines
- power-driven bakery machines or food slicers
- power-driven paper-products machines and circular saws, band saws, and guillotine shears

Minors under 16 cannot perform these duties:

- cooking, baking, and operating or cleaning power-driven food slicers and grinders
- operating or working in near any power-driven machinery
- working in transportation, warehouse and storage, communications and public utilities, or construction
- loading or unloading goods from trucks or conveyors and work above ground or floor level
- maintenance or repair in gas stations, retail, and food service
- work in manufacturing or processing

Agricultural jobs

Minors under 18 cannot perform these duties:

- handling dangerous pesticides, blasting agents or transporting, transferring, or applying anhydrous ammonia
- work involving wrecking, demolition, roofing, and mechanical excavation
- work involving power driven woodworking, metal forming, punching, and shearing machines

Minors under 16 cannot perform these duties:

- operating tractors over 20PTO horsepower
- operating grain combine, hay mower, hay baler, crop dryer, and other farm equipment (WAC 296-131-125(1))
- working on a farm in yard, pen, or stall with a bull or stud horse you maintain for breeding purposes
- driving a bus, truck, automobile when transporting passengers, or riding on a tractor as a passenger or helper

These rules are not all-inclusive. For more information, see www.Lni.wa.gov/TeenWorkers or call 866-219-7321.

References:

WAC 296-125-030, WAC 296-125-033, WAC 296-131-125(2), WAC 296-131-125(1)

**Court Form Granting Permission
In the Superior Court for the State of Washington
For _____ County**

In RE:

No. _____

Print Minor's Name

Permission to Employ Minors Under 14

I. Basis

This matter came before the court on the Employer's Petition for Permission to Employ Minors Under 14, based on RCW 26.28.060, filed by the company named below. The court reviewed the petition, the fact sheet, and testimony, if any, and:

II. Order

Orders that:

1. _____ is authorized to employ
Name of Company

_____ in their business.
Minor's Name

2. During the course of employment, _____
Name of Company
shall comply with all other applicable rules and regulations regarding the employment of minors under WAC 296-125 and WAC 296-131.

3. A copy of this permission must be provided to Labor & Industries to complete the process for hiring this minor.

Address Where Minor Will Be Working:

Judge's Signature

Date

Presented By:

Print Name of Party or Lawyer/WSBA No.

Signature of Party or Lawyer

Date

Court Seal