



Washington State Department of
Labor & Industries
 Employment Standards Program
 PO Box 44510
 Olympia WA 98504-4510
 Phone (866) 219-7321 FAX (360) 902-5300

PARENT AUTHORIZATION SUMMER WORK

For parents or legal guardians to indicate approval for a minor employee to work according to the terms listed by the employer.

Email: teensafety@Lni.wa.gov or Web page: www.TeenWorkers.Lni.wa.gov

This is not a Minor Work Permit

Employers must have a minor work permit endorsement on their Business License for each work location with employees under age 18 and renew it each year.

See <http://bls.dor.wa.gov/minorworkpermit.aspx>

This form is to be **kept on file by the employer** at the minor's workplace and be available for department review. Additionally, the employer must renew this authorization annually.

Employee (Minor's) Information

| | | | | |
|----------------------------|--|-------|-----|------|
| Name of Employee (Minor) | Minor's Date of Birth (Must be accompanied by proof) | Month | Day | Year |
| Employee (Minor's) Address | City | State | Zip | |

Employer Information

| | | | | |
|----------------------------------|--------------|-----------------------------------|---------------------------------------|--|
| Employer Business Name | Phone Number | 9-Digit UBI for Business Location | Expiration Date of Minor Work Permit: | |
| Address of Minor's Work Location | City | State | Zip | |

| | | | |
|----------------------------|-----------------------------------|---------------------------|---|
| Wage per hour: \$ _____ | Number of days per week: _____ | List Job Duties: _____ | Is minor employed at any other job? <input type="checkbox"/> Yes <input type="checkbox"/> No If answered as "yes", how many hours per week _____ |
|----------------------------|-----------------------------------|---------------------------|---|

Maximum number of work hours during **Summer Months**

| |
|---|
| Maximum hours to be worked Per Day : Monday - Sunday _____ Parent may adjust limits as needed: _____ |
| Maximum hours to be worked Per Week : Weekly maximum: _____ Parent may adjust limit as needed: _____ |

Start and Quit time during **Summer Months**

| |
|---|
| Earliest start time: _____ Circle One |
| Monday - Sunday _____ AM PM |
| Latest quit time _____ Circle One |
| Monday - Sunday _____ AM PM |
| Parent may adjust quit time as needed: _____ |

Employer Signature

| | | | |
|------|--------|--|-------------------|
| Date | Title: | Employer Representative Signature | Print Name |
|------|--------|--|-------------------|

Employee (Minor's) Signature

| | | |
|------|-----------------------------------|-------------------|
| Date | Employee (Minor) Signature | Print Name |
|------|-----------------------------------|-------------------|

Parental Authorization

(These sections to be completed by the minor's parent or guardian after employer completes top portion.)

I consent to allow the minor listed to be employed at the occupation and under the conditions stated above.

| | | | |
|------|--------------|-------------------------------------|-------------------|
| Date | Phone Number | Parent or Guardian Signature | Print Name |
|------|--------------|-------------------------------------|-------------------|

Parents: To get a copy of the prohibited duties and other child labor provisions, contact L&I by phone or email listed on the front of this form or via the internet at www.TeenWorkers.Lni.wa.gov.

Padres: Si tiene preguntas o necesita información en español sobre este formulario u otros requisitos para los trabajadores adolescentes, por favor vaya a www.Lni.wa.gov/Spanish/WorkplaceRights/TeenWorkers o llame al 1-866-219-7321.

For translation help in any other language, please call 1-866-219-7321 and press 0.

Comment by Parent or Guardian:

General Information on Summer Work Hours Allowed For Minors

Once this form has been signed by a parent or guardian, parents may keep the chart of work hours below for their reference. For more information, email teensafety@Lni.wa.gov or visit the Teen Workers website at www.TeenWorkers.Lni.wa.gov.

| Hours and Schedules Minors are permitted to Work in Non-Agricultural Jobs | | | | | |
|--|--------------|--------------|-------------|--------|---|
| | Hours of Day | Hours a Week | Days a Week | Begin | Quit |
| 14- and 15-year-olds | | | | | |
| Summer weeks | 8 hours | 40 hours | 6 days | 7 a.m. | 9 p.m. (9 p.m. June 1 to Labor day only) |
| 16- and 17-year-olds | | | | | |
| Summer weeks | 8 hours | 48 hours | 6 days | 5 a.m. | 12 a.m. (Midnight) |
| <ul style="list-style-type: none"> ▪ An adult must supervise minors working after 8 p.m. in service occupations, such as restaurants and retail businesses. ▪ Overtime rules apply for all hours worked over 40 in one week. | | | | | |

| Hours and Schedules Minors are permitted to Work in Agricultural Jobs | | | | | |
|---|--------------|--|-------------|--------|---------|
| | Hours of Day | Hours a Week | Days a Week | Begin | Quit |
| 12- and 13-year-olds | | | | | |
| Summer weeks | 8 hours | 40 hours | 6 days | 5 a.m. | 9 p.m. |
| Note: 12- and 13-year-olds may perform work hand-harvesting berries, bulbs, cucumbers and spinach. | | | | | |
| 14- and 15-year-olds | | | | | |
| Summer weeks | 8 hours | 40 hours | 6 days* | 5 a.m. | 9 p.m. |
| 16- and 17-year-olds | | | | | |
| Summer weeks | 10 hours | 50 hours (60 hours per week in mechanical harvest of peas, wheat and hay) | 6 days* | 5 a.m. | 10 p.m. |
| *Exception: 14- to 17-year-olds are allowed to work 7 days a week in dairy, livestock, hay harvest and irrigation. | | | | | |