



**North Carolina Department of Labor
Youth Employment Certificate**

**Wage and Hour Bureau
1101 Mail Service Center
Raleigh, NC 27699-1101
1-800-NC-LABOR**

Josh Dobson, Commissioner of Labor

Youth/Employee: First and Last Name: Address: City, State Zip: Date of Birth: Age: Approved Job Title: Email:	Employer: Business Name: Address: City, State Zip: Telephone: Email: County: ABC on-premises permit: Business Type:
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All of the above information must be completed before the youth employment certificate will be approved and issued. The youth cannot begin work until the certificate has been approved by NCDOL's Issuing Officer.

EMPLOYER MUST VERIFY AGE AND COMPLY WITH RESTRICTIONS BELOW

NO ONE UNDER 16 MAY:

- Be employed for more than five consecutive hours without an interval of at least 30 minutes for rest.
 - Operate power-driven equipment to include lawn mowers, weed eaters and golf carts.
- Work in an establishment with an **"on premises" ABC permit except on the "outside grounds"** with parental permission, including golf courses, swimming pools, country clubs baseball parks and amusement/recreational parks.

Work in a warehouse in any occupation.

- Work in the meat department of a grocery store.
- Assemble motorcycles or other vehicles in preparation for first sale.

NO ONE UNDER 18 MAY:

- Operate an amusement ride.
- Clean, repair or operate power-driven circular saws, band saws and grinding or slicing machines.
- Operate or unload scrap paer bailers and paper box compactors.
- Clean, repair or operate "platen-type" printing presses.
- Prepare, dispense, serve or sell alcoholic beverages including beer, wine and mixed beverages.
- Work in the storage of explosives; excluding retail ammunition sales, trap/skeet ranges, and police stations.
- Work where there is a risk of falling a distance of 10 feet or more, including the use of ladders and scaffolds.
- Have driving as their main occupation, including delivery of parts, prescription drugs, flowers and food.
- Operate "most" power-driven hoisting apparatus such as forklifts, bobcats and cranes, freight elevators and high lift trucks.
- Operate a hoisting apparatus except pneumatic lifts used in garages and service stations
- Take X-rays, or be in the workroom while X-rays are being taken. This includes all forms of ionizing radiation.

Hours Restrictions (14-15 years olds):

Only between 7am and 7pm (except until 9 pm during the summer when school is not in session); only outside school hours; no more than 3 hours per day or 18hours per week when school is in session; and, no more than 8 hours per day or 40 hours per week when school is not in session.

Hours Restrictions (16-17 years olds):

If regularly enrolled in grades 12 or lower, cannot be employed between 11pm and 5am when there is school the next day for the youth unless the employer receiveswritten permission from the parent/guardian and the principal or principal's designee. This restriction does not apply to youth enrolled in GED programs or who havedropped out of school.

The undersigned individuals certify that the above information is correct; that the youth will not be employed in ahazardous, prohibited, or detrimental occupation; will only be employed during legal hours; and, will be employed only in apermittted occupation.

Employers Signature _____	Date: _____
Parent/Guardian/Custodian's Signature _____	Date: _____
Youth's Signature _____	Date: _____

Please note, the youth may not begin work unless the certificate has been signed by the youth, the parent/guardian/custodian, the employer and **approved by the NCDOL issuing officer. If the certificate does not contain a signature for all parties, the certificate is not valid. Each signature must only reflect the actual person authorized to sign the document.**

NCDOL Issuing Officer _____ Date _____ Certificate Number: _____