

Distrito Escolar de Preparatoria Sequoia Union

Declaración de Intención de Empleo de Menor y Solicitud de Permiso de Trabajo

ESTO NO ES UN PERMISO DE TRABAJO / IMPRIMA TODA LA INFORMACIÓN EXCEPTO LAS FIRMAS

PARA QUE EL MENOR COMPLETE: __Nuevo trabajo __Renovación de permiso

Estudiante #: _____ Consejero: _____ Género: _____

Nombre (Apellido primero): _____

Número de Seguro Social: _____ Fecha de nacimiento: _____ Edad: _____

Nivel de grado: _____ Dirección Calle y ciudad: _____

Código postal: _____ Número de teléfono: (____)____-_____

School Name: Sequoia High School School Phone #: (650) 367 - 9780

Address: 1201 Brewster Ave, Redwood City, CA, 94062

“Acepto la responsabilidad del empleo y los requisitos escolares”.

Firma del estudiante: _____ Fecha: _____

FOR EMPLOYER TO COMPLETE/PARA QUE EL EMPLEADOR COMPLETE:

Business Name: _____ Street Address: _____

City: _____ Zip: _____ Business Phone: (____)____-_____

Minor's job duties: _____ Hourly wage: _____

Maximum # of hours of employment when school is in session:

Mon: _____ Tues: _____ Wed: _____ Thurs: _____ Fri: _____ Sat: _____ Sun: _____

In compliance with California labor laws, this employee is covered by worker's compensation insurance. This company does not unlawfully discriminate on the basis of race, ethnicity, religion, sex, sexual orientation, color, national origin, ancestry, age, physical handicap or medical condition. I hereby certify that the information in this document is true and correct to the best of my knowledge.

Supervisor's Signature: _____

Supervisor's Name: _____ Date: _____

Employer's Email Address: _____

PARA QUE EL PADRE COMPLETE:

Este menor será tomado como empleado en el lugar de trabajo descrito y tiene mi pleno conocimiento y autorización. Por la presente certifico que la información en este documento es verdadera y correcta a mi leal saber y entender. Solicito que se emita un permiso de trabajo.

Firma del Padre o Guardián Legal: _____ Fecha: _____

PARA QUE LA ESCUELA TERMINE: (Deje esta sección en blanco)

Hours of Work for SUHSD Students	
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In order to obtain a work permit, students must maintain satisfactory grades and attendance. Students that fall below the SUHSD standard for grades or attendance will be in jeopardy of losing their permit to work.

AGES:

16 – 17 When school is in session: Daily maximum **4** hours, Monday through Thursday. May work up to **8** hours on any non-school day or on any day that precedes a non-school day. May be permitted to work up to **48** hours per week. **Work Experience Education** program students may be permitted to work a maximum of 8 hours on a school day. May be permitted to work up to **40** hours per week.

When school is not in session: Daily maximum **8** hours and weekly maximum **48** hours.

Work must be performed between **5:00 a.m. and 10:00 p.m.** except that work hours may extended to **12:30 a.m.** on nights preceding non-school days. Students in **Work Experience Education** programs may be authorized to work until **12:30 a.m.** on nights preceding school days.

14 – 15* When school is in session: Daily maximum **3** hours, Monday through Thursday. Weekly maximum **18** hours. May work **8** hours on Saturday and Sunday.

When school is not in session: Daily maximum **8** hours and weekly maximum **40** hours.

May work from **7:00 a.m. to 7:00 p.m.** any day of the week. May work from **7:00 a.m. to 9:00 p.m.** June 1 to Labor Day.

12 – 13* May be employed only during school holidays and vacations (usually construed to include weekends). May never be employed on any school day, either before or after school, [EC 49111]. When school is not in session: Daily maximum **8** hours and weekly maximum **40** hours.

May work from **7:00 a.m. to 7:00 p.m.** any day of the week. May work from **7:00 a.m. to 9:00 p.m.** June 1 to Labor Day.

General Summary of Minors’ Work Regulations

State child labor laws and the child labor provisions of the federal Fair Labor Standards Act (FLSA) govern most CA employers.

If federal laws, state laws, and school district policies conflict, the more restrictive law (that which is most protective of the employee) prevails.

Generally, minors must attend school until age 18 unless they are 16 years or older and have graduated from high school or received a state Certificate of Proficiency.

Minors under the age of 18 may not work in occupations declared hazardous for young workers as listed below.

- 1. Explosives 10. Power-driven meat slicing/processing 2. Motor vehicle driving/outside helper 11. Power baking machines
- 3. Coal mining 12. Power-driven paper products/paper baling 4. Logging and sawmilling 13. Manufacturing brick, tile products 5. Power-driven woodworking machines 14. Power saws and shears
- 6. Radiation exposure 15. Wrecking, demolition
- 7. Power-driven hoists/forklifts 16. Roofing
- 8. Other mining 17. Excavation operations
- 9. Power-driven metal forming, punching and shearing machines

For more information about hazardous occupations, contact the U.S. Department of Labor (Child Labor Bulletins 101 and 102) and the California Department of Industrial Relations, Division of Labor Standards Enforcement. Regional offices are located in several California cities. They are listed in the “Government Listings” sections of telephone directories.

*Labor laws set the basic minimum age of 16 years for general employment. Persons younger than 16 years are allowed to work only in limited, specified occupations that exclude baking, manufacturing, processing, construction, warehouse and transportation occupations.

Labor laws applicable to adult employees are also generally applicable to minor employees, including workers’ compensation insurance requirements.

Child labor laws do not generally apply to minors who deliver newspapers or work at odd jobs, such as yard work and baby-sitting or in private homes where the minor is not regularly employed.

Employers of minors required to attend school must complete a “Statement of Intent to Employ Minor and Request for Work Permit” (form B1-1) for the school district of attendance for each such minor. Employers must themselves have on file for each such minor a “Permit to Employ and Work” (form B1-4). Work permits (B1-4) must be open at all times for inspection by sanctioned authorities.

A work permit (B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. Parents may also request that a work permit be revoked.

A day of rest from work is required if the total hours worked per week exceed 30 or if more than 6 hours are worked on any one-day during the week.