



EMPLOYMENT AND AGE CERTIFICATE - MINORS
 NORTH DAKOTA DEPARTMENT OF LABOR
 SFN 4598 (12-2006)

**ALL BLANKS MUST
 BE COMPLETED**

TO BE COMPLETED BY MINOR:

Name of Minor				
Address of Minor		City	State	Zip Code
Telephone Number		County of Residence		
Age _____ Years _____ Months		Date of Birth	Grade Completed	
Name of School Minor Attends		City	State	Zip Code
_____		_____		
Signature of Minor		Date Signed		

TO BE COMPLETED BY EMPLOYER:

Name of Minor's Employer				
Address of Employer		City	State	Zip Code
Type of Industry			Telephone Number	
Duties/Occupation of Minor			Rate of Pay	
Type of Evidence of Age Accepted: <input type="checkbox"/> School Records <input type="checkbox"/> Birth Certificate <input type="checkbox"/> Other (Explain) _____				
I certify that I have examined, approved, and will maintain evidence of age for this minor.				
_____			_____	
Signature of Employer			Date Signed	

TO BE COMPLETED BY MINOR'S PARENT OR GUARDIAN:

Name of Parent/Guardian		Telephone Number		
Address of Parent/Guardian		City	State	Zip Code
I certify that I am the parent or legal guardian of this minor and approve of the employment of this minor.				
_____			_____	
Signature of Parent/Guardian			Date Signed	

North Dakota child labor laws apply to teens ages 15 and younger and establish rules related to the employment of teens in four general areas. Specifically, they:

- * establish a minimum age of 14 to be employed
- * restrict the hours that can be worked by teens ages 14 and 15
- * prohibit teens ages 14 and 15 from performing work deemed to be hazardous
- * require the completion and filing of an Employment and Age Certificate (work permit).

In addition, federal child labor laws further limit the types of work that can be performed by teens ages 14 and 15 and extend restrictions regarding work in hazardous occupations to teens ages 16 and 17.

A summary of both state and federal child labor laws can be found in the ND Department of Labor's brochure, *Youth Employment in North Dakota: State & Federal Regulations*. The full text of North Dakota's child labor laws can be found in N.D.C.C. 34-07.

REQUIRED DISTRIBUTION:

Original completed form and one photocopy to be sent to: ND Department of Labor
 600 East Boulevard Avenue, Dept 406
 Bismarck ND 58505-0340
 (701)328-2660 or ND toll-free 1-800-582-8032
 E-mail: labor@nd.gov, Website: www.nd.gov/labor

The parent or guardian who certifies, or rejects, the employment certificate must file a completed copy with the Department of Labor, the employer, the principal of the school which the minor attends, or a principal in the municipality in which the minor resides, within ten days of certification or rejections. (N.D.C.C. 34-07-05)