



MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
**CERTIFICATE TO EMPLOY A CHILD 14 OR 15 YEARS OF AGE
 DURING NON-SCHOOL TERM**

YELLOW

Section A: Employee Information (Student)

Employee Name		Parent/Guardian Name	
Home Address (<i>Street, City, State, ZIP Code</i>)		Home Address (<i>Street, City, State, ZIP Code</i>)	
Telephone No.	Date of Birth		Employee Age
School Attended by Student			City, State
Employee Signature	Parent/Guardian Signature		Date

Section B: Employer Information (Intention to Employ)

Employer Name		Telephone No.
Business Address (<i>Street, City, State, ZIP Code</i>)		Business Type
Type of Job Offered (<i>Include specific duties. See Chapter 294.040 of the Missouri Revised Statutes (RSMo) for prohibited occupations.</i>)		
<p>Please check the boxes below to indicate that you understand and comply with these statutory requirements of Chapter 294, RSMo.</p> <input type="checkbox"/> No more than 3 hours on any school day. <input type="checkbox"/> No more than 8 hours on any nonschool day. <input type="checkbox"/> No more than 40 hours in a week. <input type="checkbox"/> No more than 6 work days in a 7-day period. <input type="checkbox"/> June 1 - Labor Day (hours must be between 7 a.m. and 9 p.m.) <input type="checkbox"/> Labor Day - June 1 (hours must be between 7 a.m. and 7 p.m.)		
I certify that I understand and will abide by the statutory requirements of Chapter 294, RSMo.		
Employer or Authorized Agent Signature	Printed Name	Date

Section C: Issuing Officer

Name of School District (<i>if applicable</i>)		<input type="checkbox"/> Proof of Child's Age (<i>List</i>) _____ _____ <input type="checkbox"/> Certificate of Grades Reviewed	
Name of Issuing Officer		Title	
Address (<i>Street, City, State, ZIP Code</i>)		Telephone Number	
<p>I certify that I understand the requirements in existing law for issuing a work certificate and find these requirements met with regard to this statement.</p> Authorizing Signature: _____ Date: _____			

DISTRIBUTION: ORIGINAL – EMPLOYER; ONE COPY – SCHOOL DISTRICT; ONE COPY – DIVISION OF LABOR STANDARDS

Instructions

Work certificates are required regardless of where a child attends school (public school, private school, charter school, home school). Work certificates must be issued by either (1) the public school superintendent of the school district in which the child resides, (2) the chief executive officer of the charter school that the child attends, (3) the public or private school principal of the school that the child attends, (4) the designee of any of these school officials, or (5) if the child is home-schooled, a parent of the child. The public school superintendent of the school district in which the child resides may revoke a work certificate issued by a public or private school principal, if that is deemed to be in the best interest of the child.

Instructions for completing the certificate are as follows:

Step 1: Complete Section A of the form, including the signature of the child's parent or guardian.

Step 2: Take the form to the employer for completion of Section B.

Note: Federal child labor law, while similar to the Missouri child labor laws, contains differing restrictions. Employers should contact the U.S. Department of Labor regarding compliance with federal child labor law.

Step 3: After Sections A and B are completed, take the form to one of the individuals identified above as having authority to issue a work certificate for completion of Section C. The following information will also be required at that time:

- Proof of the child's age (birth certificate or other evidence).

Additionally, the following information may be required by the issuing officer:

- Attendance of a parent or guardian with the child at the time the child applies for a certificate. Check with the issuing officer for his or her policy.
- A certificate from the principal of the school that the child attends setting out the child's grades. (This requirement may be waived for home-schooled children.)
- A certificate from a physician that has personally examined the child stating that the child is in good mental and physical health and is capable of performing labor without injury to his or her health and mental development. Check with the issuing officer for his or her policy.

Step 4: After all three sections of the form have been completed, the original must be provided to the child's employer. The issuing officer must retain a copy, and a copy must be mailed to:

**Department of Labor and Industrial Relations
Division of Labor Standards
P.O. Box 449
Jefferson City, MO 65102-0449**

Or fax to: 573-751-3721

For more information on Missouri's child labor laws contact the Division of Labor Standards:
Telephone: 573-751-3403 E-mail: childlabor@labor.mo.gov Website: www.labor.mo.gov
Relay Missouri: 1-800-735-2966 (TDD)