

ALL ABOUT WORK PERMITS

Here are answers to three common questions regarding getting a work permit.

WHAT IS A WORK PERMIT?

A work permit is a legal document required by the state of California that allows a person under 18 years of age to hold a job. An employer who hires a minor must have a work permit on file at the business site before the minor may start the job. An employer risks getting a fine (similar to a traffic ticket) from a California Labor Department inspector, if no work permit is on file for a minor employee.

HOW DO I GET A WORK PERMIT?

You can get a work permit application from the Work Experience office. After you get the work permit application, fill out the personal information, have the employer fill out the middle section, and then have your parent/guardian sign the last section. Return the work permit application to the same school office, and the work experience teacher will issue the work permit. You must take the work permit to your supervisor before the first day of work, where he or she will keep it on file.

AT WHAT AGE CAN I GET A WORK PERMIT?

In most cases, students must be at least 14 years of age to get a work permit. Infants to 17-year-old can get an "entertainment work permit" to work in the movies, on television, or do modeling. Other than this, workers under the age of 14 years of age may do baby sitting, yard work and paper routes that do not require work permits. Although 14 and 15-year olds may get work permits, most employers will not hire students under age 16, because of the limited hours 14 and 15-year olds can work.

TO GET OR KEEP A WORK PERMIT, MUST I ATTEND SCHOOL?

Yes! Requiring work permits for minors ensures that they stay in school and have parent or guardian permission to have a job. Without school attendance or permission from a parent or guardian, no work permit may be issued. If a student drops out of school, a work permit may still be obtained if he or she enrolls in a continuing education program, such as vocational education, community college, etc. Grades are also important. Students must maintain a **2.0 grade point average** in order to have a work permit.

**For questions concerning work permits call: Ms. Reynolds - (951) 571-4760
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