



# Employing Minors Under Age 14 in Non-agricultural Jobs

## What is required in order to employ a minor under the age of 14?

Only under very limited circumstances can children under 14 be employed to work.

Parents of a minor under 14 who own the business are permitted to employ their children as long as the work activities are not on the list of prohibited duties. Parent-employers are required to follow the process described below before employing their child who is under 14.

Other employers who wish to hire a minor under 14 may only do so as long as the business does not fall under the regulations of the federal U.S. Department of Labor (USDOL). A business is covered by federal law when:

- It has an annual gross volume of sales made or business done of more than \$500,000.
- It is a hospital, school or public entity.
- An employee is involved in sales or production of goods or services for interstate commerce, including the use of a credit card for sales transactions.

To determine if your business is covered by federal law, go to [www.dol.gov/whd/regs/compliance/whdfs14.pdf](http://www.dol.gov/whd/regs/compliance/whdfs14.pdf), or call the USDOL at 206-398-8039 or toll free 1-866-487-9243.

You may also contact the child labor specialist at L&I for assistance, toll-free at 1-866-219-7321, or e-mail to [teensafety@Lni.wa.gov](mailto:teensafety@Lni.wa.gov).

## The requirements in this fact sheet do not apply to:

- Agricultural work or family farms.
- Theatrical work, including actors or performers in film, video, audio or theatrical productions.

Other requirements may apply. See [www.Teenworkers.Lni.wa.gov](http://www.Teenworkers.Lni.wa.gov) for more information.

## How to get started:

Under Washington State law, **RCW 26.28.060**, these are the steps you must follow:

1. Obtain court permission to employ a minor under the age of 14 from a Superior Court judge for the county in which the prospective employee lives. Check with the court regarding its procedures and filing fees. Specific court information can be found at [www.courts.wa.gov/court\\_dir/?fa=court\\_dir.countycityref](http://www.courts.wa.gov/court_dir/?fa=court_dir.countycityref).

Fill in the appropriate employer and minor information on these two forms before submitting them to the court:

- *Employer Petition to the Court for Minor Work Permit Under Age 14*
- *Court Form Granting Permission for Employment of Minors*

2. Obtain a Minor Work Permit endorsement on your Master Business License by completing the *Master Business Application* through the Department of Licensing at [www.dol.wa.gov/forms/700028.html](http://www.dol.wa.gov/forms/700028.html). The endorsement is necessary for hiring anyone under age 18. A separate minor work permit endorsement must be obtained for **each** workplace location at which minors will be employed. You must post your Master Business License with current minor work permit endorsement, and the endorsement must be renewed annually.

Contact the Department of Licensing at 360-664-1400 or online at [www.dol.wa.gov](http://www.dol.wa.gov). Local L&I offices can also assist with this. To find a local office, please go to [www.lni.wa.gov](http://www.lni.wa.gov) and click on "Office Locations." You can also contact L&I's Employment Standards Program toll-free at 1-866-219-7321.

3. Send a copy of the signed court permission and a completed *Variance Application Form* and the *Parent/School Authorization Form* to:

Employment Standards Program  
Department of Labor & Industries  
P. O. Box 44510  
Olympia, WA 98504-4510

– Or –

By fax to 360-902-5300

After you complete these steps, and L&I approves the forms, the employee may begin work. Be sure you know the following requirements:

- Employers are required to pay any worker under the age of 16 at least 85 percent of the state's minimum wage (WAC 296-125-043, Minimum Wage – Minors).
- The prohibited duties and hours of work listed for minors under the age of 16 apply. See [www.TeenWorkers.Lni.wa.gov](http://www.TeenWorkers.Lni.wa.gov) for complete information.
- Employers are required to carry workers' compensation insurance on all employees regardless of age.

## Summary of Forms

All forms mentioned in this fact sheet are available to be downloaded and printed at [www.TeenWorkers.Lni.wa.gov](http://www.TeenWorkers.Lni.wa.gov) under "Forms and Publications."

Employer Petition to the Court for Minor Work Permit Under Age 14  
(F700-118-000)

Court Form Granting Permission for Employment of Minors  
(F700-119-000)

Variance Application Form  
(F700-076-000)

Parent School Authorization Form  
(F700-002-000)

## For More Information

Please contact L&I toll-free at 1-866-219-7321 or by e-mail at [TeenSafety@Lni.wa.gov](mailto:TeenSafety@Lni.wa.gov).

*Other formats for persons with disabilities are available on request. Call 1-800-547-8367. TDD users, call 360-902-5797. L&I is an equal opportunity employer.*