



# Minor Work Variance Application for Teen Workers 16 – 17 years old

Employment Standards Program  
PO Box 44510  
Olympia WA 98504-4510  
Email: [TeenSafety@Lni.wa.gov](mailto:TeenSafety@Lni.wa.gov)  
Fax: 360-902-5300  
Phone: 360-902-5316

*Employers: Use this form if you are asking L&I to make a temporary exception to state rules limiting teen work hours in **agriculture** ([WAC 296-131-140](#)) and in **non-agricultural jobs** ([WAC 296-125-0600](#)).*

**Important: Before you send in this application, you must have a current minor work permit endorsement on your Washington business license to cover the duration of your request. To apply, go to:**  
<http://bls.dor.wa.gov/minorworkpermit.aspx>.

**In order for us to process this application, it must be completed in full.** The affected minor employee and parent/legal guardian must sign the application. L&I can't approve a variance if it conflicts with US federal child labor laws. For more information, call the US Dept. of Labor at 866-487-9243.

### Employer Information

Business Name	Corporation Name		
Type of Business & Products Manufactured or Services Rendered	Contact Name		
Mailing Address	City	State	Zip Code
Location Address (Physical location where teen will be working)	City	State	Zip Code
Contact Email	Contact Phone Number		

**Teen Worker Information**     **In agriculture** ([WAC 296-131-120](#))     **Non-agriculture** ([WAC 296-125-027](#))

Teen Name	Birthdate
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### Description of Variance Request (A 'Minor Variance' is a temporary exception to state rules limiting teen work hours)

1. Describe below the specific work *duties* you plan for the minor. Attach additional pages if needed.

2. Explain your good cause reason for requesting this variance. Attach additional pages if needed.

3. Is the Minor?  
Home schooled:  Yes  No      Taking online classes:  Yes  No      Not enrolled in school:  Yes  No

4. Are noise exposure readings above 85 decibels?  Yes  No    If yes, attach Noise Exposure Assessment

### Signatures

Print Name of Employer Representative	Signature of Employer Representative	Date
Print Name of Minor	Signature of Minor	Date
Print Name of Parent/Legal Guardian	Signature of Parent/Legal Guardian	Date

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for Teen Workers 16 — 17 years old

## Employer Request for Additional Work Hours

Your Business Name		Corporation Name
Washington Unified Business Identifier (UBI)	Location ID (Last 4 Digits)	For What Time Period Are You Requesting This Variance? (Date to Date)

### Exceptions from the rules covering hours of work for non-Agricultural only:

Is the minor:

- Married?  Yes  No      Registered in accredited college courses?  Yes  No  
 A parent?  Yes  No      Emancipated under Washington State law?  Yes  No  
 A graduate with their high school diploma or GED?  Yes  No

If you checked “Yes” for any one of the options above, the minor is exempt from “school week” hours of work limits and may work the “non-school week” hours of work during the school year. Employer must obtain a copy of documentation for proof and recordkeeping purposes.

Indicate the work hours you want L&I to permit for the minor.

	School Week	Hours per Day		Hours per Week		Days per Week		Start Time		Quitting Time	
		Max allowed	Your request	Max allowed	Your request	Max allowed	Your request	Earliest allowed	Your request	Latest allowed	Your request
Non-Agriculture	School Weeks	4 hours	_____ hrs							10:00 pm	_____ pm
		8 hours (Fri – Sun)	_____ hrs	20 hours	_____ hrs	6 days	___ days	7:00 am	_____ am	Midnight (Fri – Sat)	_____
	Non-School Weeks	8 hours	_____ hrs	48 hours	_____ hrs	6 days	___ days	5:00 am	_____ am	Midnight	_____

	School Week	Hours per Day		Hours per Week		Days per Week		Start Time		Quitting Time	
		Max allowed	Your request	Max allowed	Your request	Max allowed	Your request	Earliest allowed	Your request	Latest allowed	Your request
Agriculture	School Weeks	4 hours	_____ hrs								
		4 hours	_____ hrs	28 hours	_____ hrs	6 days	___ days	5:00 am	_____ am	10 pm	_____
	Non-School Weeks	10 hours	_____ hrs	50 hours	_____ hrs	6 days	___ days	5:00 am	_____ am	10 pm	_____

**Questions?**      Go to: [www.Lni.wa.gov/TeenWorkers](http://www.Lni.wa.gov/TeenWorkers)      Email: [TeenSafety@Lni.wa.gov](mailto:TeenSafety@Lni.wa.gov)      Call: 360-902-5316