Employment Certificate (for Minors 14 and 15 Years of Age)

This form must be completed in full and certified by the school's issuing officer.

NEBRASKA
DEPARTMENT OF LABOR

Date: _____ (Valid for 1 year)

Minor's Information

This certificate authorizes the employment of _____
(First/Last Name of Minor)

_____ _____
(Address of Minor, city, state, zip) (County)

Sex: ☐ Male ☐ Female Age: _____ Date of Birth: _____ Place of Birth: _____
(City, State)

Hair Color: _____ Eye Color: _____ Height: _____ Weight: _____ Distinguishing Facial Marks: _____

Name of Parent(s): _____ Telephone Number: _____

Employment Information

_____ _____
(Name of Business) (Telephone Number of Business)

_____ _____
(Address of Business; city, state, zip) (County)

_____ _____
(Nature of Business) (Work to be Done by Minor)

Days per week: _____ Hours per week: _____ Hours per day: _____ Hourly Wage: _____

Day's work to start at: _____ ☐ a.m. ☐ p.m. Day's work to end at: _____ ☐ a.m. ☐ p.m.

Issuing Officer Certification - FOR SCHOOL USE ONLY

Evidence of Age Accepted: _____ Grade Completed: _____
(Birth certificate, school records, etc.)

Signature of Minor: _____

I, the school issuing officer, certify that: I have examined and approved the appropriate documents, the minor's identification has been verified, the certificate is completed in full, and the minor has signed this certificate in my presence.

_____
School Issuing Officer's Signature

_____
School Issuing Officer's Title Telephone Number

_____
Name of School County

_____
Address of School

_____
City State

For more information on Employment of Minors, visit
dol.nebraska.gov/LaborStandards/Compliance/EmploymentOfMinors

Note: State and Federal Child Labor Laws are different. It is the responsibility of the employer to be aware of which law applies and to be governed by the more restrictive. Information regarding Federal Child Labor Laws may be obtained from the U.S. Department of Labor, Wage and Hour Division, Omaha, Nebraska. 402-221-4682

Federal Hour Restrictions:

- No more than 3 hours on a school day
- No more than 18 hours in a school week
- No more than 8 hours on a non-school day
- No more than 40 hours in non-school week
- Not before 7 a.m. nor after 7 p.m. (9 p.m. from June 1 - Labor Day)

Nebraska Hour Restrictions:

- No more than 8 hours in one day
- No more than 48 hours in one week
- Not before 6 a.m. nor after 10 p.m.

ONE COPY TO EMPLOYER - ONE COPY RETAINED BY SCHOOL