

\* If you are under the age of 18 years you will need to complete a Youth Employment Certificate. Please go to the following link, [http://www.nclabor.com/wh/youth\\_instructions.htm](http://www.nclabor.com/wh/youth_instructions.htm), to access the NCDOL YEC form.



Cherie K. Berry, Commissioner of Labor

North Carolina Department of Labor  
Youth Employment Certificate

Wage and Hour Bureau  
1101 Mail Service Center  
Raleigh, NC 27699-1101  
1-800-NC-LABOR

Employee:

Employer:

Name:  
Address:  
Phone Number:  
Date of Birth:  
Gender:  
Proposed Job:

EMPLOYER MUST VERIFY AGE AND COMPLY WITH RESTRICTIONS BELOW

NO ONE UNDER 14 MAY WORK IN ANY JOB IN THIS INDUSTRY.

NO ONE UNDER 16 MAY:

- operate power-driven equipment to include lawn mowers, weed eaters and golf carts
- work in an establishment with an "on premises" ABC permit except on the "outside grounds" with parental permission, including golf courses, swimming pools, country clubs, baseball parks and amusement/recreational parks.
- work in a warehouse in any occupation.
- work in the meat department of a grocery store.
- assemble motorcycles or other vehicles in preparation for first sale

NO ONE UNDER 18 MAY:

- operate an amusement ride.
- clean, repair or operate power-driven circular saws, band saws and grinding or slicing machines.
- operate or unload scrap paper bailers and paper box compactors.
- clean, repair or operate "platen-type" printing presses.
- prepare, dispense, serve or sell alcoholic beverages including beer, wine and mixed beverages.
- work in the storage of explosives; excluding retail ammunition sales, trap/skeet ranges, and police stations.
- work where there is a risk of falling a distance of 10 feet or more, including the use of ladders and scaffolds.
- have driving as their main occupation, including delivery of parts, prescription drugs, flowers and food.
- operate "most" power-driven hoisting apparatus such as forklifts, bobcats and cranes, freight elevators and high lift trucks.
- operate a hoisting apparatus except pneumatic lifts used in garages and service stations
- take X-rays, or be in the workroom while X-rays are being taken. This includes all forms of ionizing radiation.

**Hours Restrictions (14-15 years olds):** Only between 7am and 7pm (except until 9 pm during the summer when school is not in session); only outside school hours; no more than 3 hours per day or 18 hours per week when school is in session; and, no more than 8 hours per day or 40 hours per week when school is not in session.

**Hours Restrictions (16-17 year olds):** If regularly enrolled in grades 12 or lower, cannot be employed between 11pm and 5am when there is school the next day for the youth unless the employer receives written permission from the parent/guardian and the principal or principal's designee. This restriction does not apply to youth enrolled in GED programs or who have dropped out of school.

**The undersigned individuals certify that the above information is correct; that the youth will not be employed in a hazardous, prohibited, or detrimental occupation; will only be employed during legal hours; and, will be employed only in a permitted occupation.**

Employer's Signature: \_\_\_\_\_

Parent/Guardian/Custodian's Signature: \_\_\_\_\_

Youth's Signature: \_\_\_\_\_

Issuing Officer: North Carolina Department of Labor, June 12, 2015

Certificate: S150612094931G