

Employer: The New York State Labor Law specifies your responsibilities as employer, sets procedures, specifies hours, and stipulates penalties which relate to the employment of this minor. Particular reference is made to section 14A of the Workmen's Compensation Law which provides for additional awards and benefits for minors unlawfully employed. Additional awards under this section are not covered by insurance and must be paid by the employer.

Minors may not be employed during school hours they are required to attend school.

Minors 14 and over may not be employed in any occupation (except farmwork and delivering, or selling and delivering newspapers):—

- A. After 7 p.m. or before 7 a.m.
- B. When school is in session:— more than 3 hours on any school day, more than 8 hours on a nonschoolday, more than 6 days in any week.
- C. When school is not in session:— more than 6 days in any week, for a maximum of 40 hours per week.

Minors may not be employed in the operation of a motor vehicle, operation of washing, grinding, cutting, slicing, pressing, or mixing machinery in any establishment, painting or exterminating, or in any other occupation listed in section 133 of the New York Labor Law.

THE UNIVERSITY OF THE STATE OF NEW YORK
THE STATE EDUCATION DEPARTMENT
ALBANY, NEW YORK 12241

Student Nonfactory Employment Certificate

Employer: Do not accept this certificate if it has been altered or defaced in any manner. Before accepting it, it is the responsibility of the employer sending the certificate to the minor named thereon. Note expiration date. File this certificate in the minor's personnel file. Return to the place of employment. Do not return this certificate to the minor.