



**EASTERN BAND OF CHEROKEE INDIANS  
YOUTH WORK PERMIT**



**YOUTH SECTION** (Complete this section with parent or guardian)

**NAME:**

**DATE OF BIRTH:(Mo/Day/Yr)**

**AGE:**

**SEX: M  F**   
(check one)

**PHONE (Area code first):**

**Home: ( ) Cell: ( )**

**HOME MAILING ADDRESS:**

**NAME OF YOUTH'S PARENT OR GUARDIAN:**

**HOME MAILING ADDRESS OF PARENT OR GUARDIAN:**

**EMPLOYER SECTION** (Ask employer to complete before bringing to PHHS)

**EMPLOYER/ BUSINESS NAME:**

**PHONE:**

**MAILING ADDRESS:**

**YOUTH'S SUPERVISOR NAME:**

**PHONE:**

**TYPE OF BUSINESS:**

**JOB DESCRIPTION OF POSITION OFFERED TO YOUTH:**

(Read other side for important information on work limitations for youth)

We who have signed below agree that the information above is true and correct, and that the youth will not be made to work in a dangerous (hazardous) job that could be harmful and that is prohibited (not allowed); will only be made to work during legal hours; and will only be made to work in a job that is permitted.

**Employer's signature:** \_\_\_\_\_

**Parent/Guardian's signature:** \_\_\_\_\_

**Youth's signature:** \_\_\_\_\_

**Public Health and Human Services Division Staff signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## IMPORTANT INFORMATION ON WORK RESTRICTIONS FOR YOUTH

1. Minimum age for employment: Fourteen (14) for non-farm work not deemed hazardous as long as employment does not interfere with youth's schooling or well-being. Proof of age includes: birth certificate, signed statement issued by the registrar of vital statistics for births; passport; or school records accompanied by a physician's certificate.
2. Hours restriction (14-16 years old): Only between 7:00 am and 7:00 pm, except until 9:00 pm during the summer when school not in session; outside school hours; not more than three (3) hours per day or eighteen (18) hours per week when school in session; and no more than eight (8) hours per day or forty (40) hours per week when school not in session.
3. Permitted occupations (14-16 years old): Office and clerical, modeling, art work, retail sales, clean-up work (not including use of power-driven mowers and cutters), service occupations including food service and gasoline service stations (which does not involve the use of pits, racks or lifting apparatus, or the inflation of any tire mounted on a rim equipped with a removable retaining ring).
4. Prohibited employment (14-16 years old): Minors who are between fourteen (14) and sixteen (16) years of age are not permitted to work in: occupations declared to be hazardous for minors under eighteen (18) (see below, #5.); manufacturing, mining, construction, public messenger services; in or about boiler rooms or engine rooms; as window washers from window sills or from ladders, scaffolds or their substitutes; occupations involving the use of any hoisting apparatus or any power-driven machinery, including lawn mowers; occupations involving the operation of motor vehicles or serving as helpers on such vehicles; work in cooking or baking (except at soda fountains, lunch counters, snack bars or cafeteria serving counters); work in the setting up, adjusting, cleaning, oiling, or repairing of power-driven food slicers or grinders, food choppers or cutters, or bakery-type mixers; freezers or meat coolers; loading or unloading of goods to and from trucks or conveyors; warehouses (except office and clerical); transportation of people or property by rail, highway, air, water, pipeline, etc.; or public utilities.
5. Hazardous employment (Not permitted for youth under eighteen (18) years of age):
  - Motor vehicle driver or outside helper on any public road or highway (However, an employee who is at least seventeen (17) can drive under certain circumstances (29 USC 213(c)6);
  - Work with power-driven woodworking machines;
  - Operation of elevator, crane, derrick, hoist, or high lift truck (except for the operation of an unattended automatic operation passenger elevator or air-operated hoist not exceeding a one-ton capacity);
  - Operation of crane, derrick or hoist performed by crane hookers, crane chasers, hookers-on riggers, rigger helpers, etc.;
  - Riding on a manlift or a freight elevator, except a freight elevator operated by an assigned operator;
  - Work with power-driven bakery machines;
  - Work with power-driven paper-products machines;
  - Work with circular saws, band saws, and guillotine shears;
  - Work on wrecking, demolition and shipbreaking operations;
  - Work on roofing operations;
  - Work with excavation operations, including excavating, working in or backfilling trenches, except manually excavating, manually backfilling trenches or working in trenches that do not exceed four feet in depth;
  - Excavating for buildings or other structures, except manually excavating or working to depths not exceeding four (4) feet below any ground surface adjoining the excavation or working in any excavation where the side walls are shored or sloped to the angle of repose;
  - Working with tunnels prior to the completion of all driving and shoring operations, and working in any excavation where the side walls are shored or sloped to the angle of repose;
  - Work on rolling machines such as beading, straightening, corrugating, flanging, or bending rolls, & hot or cold rolling mills;
  - Work on pressing or punching machines, such as punch presses, except those provided with full automatic feed and ejection and with a fixed barrier bodyguard to prevent the hands or fingers of the operator from entering the area between the dies; power presses; and plate punches; and
  - Work on bending machines, such as apron brakes and press brakes; all hammering machines, such as drop hammers and power hammers; all shearing machines, such as guillotine or squaring shears; alligator shears; and rotary shears.