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Eastern Band of Cherokee Indians Youth Work Permit

Please Type or Print Clearly

YOUTH SECTION (complete this section with parent or guardian)

Name:			
(month/day/year)	Age:	Sex:	Area Code Phone ()
Date of Birth:			
Mailing Address:			
City:	State:	Zip Code:	
Name of Parent or Guardian:			
Parent or Guardian Mailing Address:			

EMPLOYER SECTION (EMPLOYER TO COMPLETE BEFORE SUBMITTING TO PHHS)

Business Name:		
Business Mailing Address:	Area Code	Phone ()
Mailing Address:		
City:	State:	Zip Code:
Job Description of position:		
Type of Business:		
*DOES THE BUSINESS HAVE AN ABC PERMIT ON SITE? <input type="checkbox"/> YES <input type="checkbox"/> NO		

Employer's Signature: _____

Parent/Guardian Signature: _____

Youth's Signature _____

EBCI PHHS Staff Signature: _____

Date: _____



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IMPORTANT INFORMATION ON WORK RESTRICTIONS FOR YOUTH

1. **Minimum Age for Employment:** Fourteen (14) for non-farm work with limited exceptions. Proof of age includes birth certificate, driver's license or DMV-issued identification card, school records, insurance records, or other documentary evidence approved by the Department of Labor.
2. ***ABC On-premises Permit Restrictions:** Effective December 31, 2023, youth under the age of 16 will NOT be able to work in an establishment with an ABC on-premises permit (alcohol is served onsite), unless they are working on the outside grounds per North Carolina General Statute 91-25.5(j).
3. **Rest Breaks:** No youth under age 16 may be employed for more than 5 consecutive hours without an interval of at least 30 minutes for rest (applies to employers who are subject to state labor law only).
4. **Hours Restrictions (14-15 year olds):** Only between 7 am and 7 pm (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.
5. **Hours Restrictions (16-17 year olds):** If regularly enrolled in grades 12 or lower, cannot be employed between 11 pm and 5 am 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.
6. **Permitted Occupations (14-15 year olds):** Can only work in office or clerical occupations, in retail sales or service occupations including food service and gasoline service stations. Cannot work in manufacturing, construction, or occupations involving the use of power-driven machinery including lawnmowers.
7. **Hazardous/Detrimental Occupations (Not Permitted For Youth Under Age 18) [*Limited apprenticeship/student learner exemptions]:**
 - Manufacturing or storing explosives
 - Motor vehicle driving (limited exception) and outside helper
 - Logging and sawmilling
 - Power-driven woodworking machines*
 - Power-driven metal forming, punching, shearing*
 - Mining
 - Slaughtering, meat packing, processing, or rendering*
 - Power-driven bakery machines
 - Power-driven paper products machines*
 - Manufacturing brick or tile
 - Power-driven circular saws, band saws, or guillotine shears*
 - Wrecking, demolition, and shipbreaking operations
 - Roofing operations*
 - Excavation Operations*
 - Welding, brazing, and torch cutting*
 - Any process where quartz or any other form of silicon dioxide or asbestos silicate are present in powdered form*
 - Any work involving exposure to lead or any of its compounds in any form*
 - Any work involving exposure to benzene or any benzene compound which is volatile or can penetrate the skin*
 - Occupations in canneries, seafood and poultry processing which involved cutting or slicing machines, or freezing or packaging activities*
 - Any work which involves the risk of falling a distance of 10 feet or more, including ladders and scaffolds*
 - Any work as an electrician or electrician's helper
 - Any work involving exposure to benzene or any benzene compound which is volatile or can penetrate the skin*
 - Occupations requiring the use of respirators

**NOTE: For more details on child labor/youth employment, go to:
http://www.nclabor.com/wh/joint_state_fed.htm