

# NH YOUTH EMPLOYMENT CERTIFICATE

EMPLOYER \_\_\_\_\_  
EMPLOYER ID# \_\_\_\_\_  
ADDRESS OF EMPLOYER \_\_\_\_\_  
NAME OF YOUTH \_\_\_\_\_  
ADDRESS OF YOUTH \_\_\_\_\_  
AGE \_\_\_\_\_ DOB \_\_\_\_\_ SEX \_\_\_\_\_  
JOB DESCRIPTION \_\_\_\_\_  
Youth Signature \_\_\_\_\_ Date of Signature \_\_\_\_\_  
Parent's Signature \_\_\_\_\_ Date of Signature \_\_\_\_\_  
Issuing Officer (Print) \_\_\_\_\_ Date of Issue \_\_\_\_\_  
Signature of Issuing Officer: \_\_\_\_\_  
Title of Issuing Officer: \_\_\_\_\_  
School: CAPITAL CITY PUBLIC CHARTER SCHOOL

Revocation Officer: \_\_\_\_\_ Date of Revocation: \_\_\_\_\_

Adequate health: Yes ( ) No ( )

## CERTIFICATE

- I. No youth shall be employed or permitted to work without a certificate except for his/her parents, grandparents, or guardian or at work defined in RSA 276-0A as casual, or as farm labor.
- II. No youth under 12 years of age may be employed or permitted to work except for his/her parents, grandparents, or guardian or at work defined in RSA 276-0A as casual, or in the door-to-door delivery of newspapers.
- III. If a student does not continue to meet a satisfactory level of academic performance after the issuance of the certificate, the principals or schools or persons authorized by them may revoke the certificate.

## HOURS

- I. No youth under 16 years of age shall be employed or permitted to work earlier than 7:00 a.m. or later than 9:00 p.m., more than 3 hours per day on school days and 23 hours per week during school weeks, except that on non-school days he/she may be employed 8 hours per day, and during vacations, 48 hours per week.

## PENALTIES

- I. In addition to other penalties and remedies imposed under RSA 276-A, the commissioner shall assess a civil penalty on an employer with a minimum of \$100 [er violation and a maximum of \$2,500 per violation.

## FEDERAL LAW

- I. This certificate is issued under New Hampshire state law. Federal wage and hour law (the Fair Labor Standards Act, "FLSA") also applies to most employers. For example, employers covered under the FLSA may not employ in non-agricultural employment any child who is under 14 years old. If you are in doubt as to whether you are an employer covered by the FLSA, or if you have any other questions about federal wage and hour law, contact the U.S. Department of Labor, Wage and Hour Division, 1155 Elm Street, Suite 501, Manchester, NH 03101, Phone: 603-666-7716. A link to the NH Department of Labor Fact Sheet is provided here for your convenience: <https://www.nh.gov/labor/faq/youth-employment.htm>

THIS DOCUMENT MUST BE KEPT ON FILE BY EMPLOYER