Employer: The New York State Labor Law (articles 4 and 5), 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 double compensation and death 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 the hours they are required to attend school.

Minors 14 and 15 years of age 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 schoolday, more than 8 hours on a nonschoolday, more than 6 days in any week, for a maximum of 23 hours per week.

C. When school is not in session: — more than 8 hours on any day, 6 days in any week, for a maximum of 40 hours per week.

Minors 14 and 15 years of age may not be employed in factory work nor in certain hazardous occupations such as construction work, helper on a motor vehicle, operation of washing, grinding, cutting, slicing, pressing, or mixing machinery in any establishment, painting or exterior cleaning in connection with the maintenance of a building or structure and others listed in section 133 of the New York State Labor Law.

THE UNIVERSITY OF THE STATE OF NEW YORK
THE STATE EDUCATION DEPARTMENT
ALBANY, NEW YORK 12224

Student Nonfactory Employment Certificate

Employer: Do not accept this certificate if it has been altered or defaced in any manner. Before accepting it, identify the minor presenting the certificate as the minor named thereon. Note expiration date. File certificate (subject to inspection by lawful authority) at place of employment. Upon termination of minor's employment, return certificate to the minor.