## Notice to 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.

The New York State Education Law subdivision 2 of section 3220 provides that a Limited Employment Certificate shall not expire at the end of six (6) months provided that the examining physician indicates on the certificate of physical fitness that the physical disability of the minor is of a permanent nature and that the nature of the type of work set forth in the pledge of employment remain substantially the same.

## Limited 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, and occupation limitation if any. File certificate (subject to inspection by lawful authority) at place of employment. Upon termination of minor's employment, return certificate to issuing office at the school authority whose name appears on the front of the certificate.