

NOTICE: WORK PERMIT CHANGES

Child Labor Law Updates

2017 Wisconsin Act 11 was signed by Governor Walker yesterday and published today, June 22, 2017. **The effective date of this law is June 23, 2017.** The law removes the requirement that 16- and 17-year-old minors obtain work permits. This law also changes the terminology and refers to the "employment of minors" instead of child labor.

What this means for you:

Effective June 23, 2017,

- 16- and 17-year-old minors do NOT have to obtain a work permit prior to beginning work. You will no longer issue work permits for minors ages 16 or 17.
- The law makes no changes to the requirements for minors younger than 16. Minors younger than 16 will need to obtain a work permit prior to beginning work. You will continue to issue work permits as usual for minors younger than 16.
- This law makes no changes to any other child labor provisions. There are no changes to the maximum hours or times of days that minors younger than 16 may work, or the types of work that minors may perform.

The complete text of the law can be viewed
here: <http://docs.legis.wisconsin.gov/2017/related/acts/11>

MEDFORD AREA SENIOR HIGH SCHOOL

PROSPECTIVE WORKER:

If you are planning to seek employment, the following information may be of interest to you. Under Wisconsin Child Labor Law IND #70, every employee **under** the age of 16 years must have a work permit. Presently, the only exceptions to this rule are babysitting, housework and farm work or if you are employed by your parents. In order to obtain a Work Permit the following items are required per state instructions:

1. Proof of age – Birth Record, Baptismal Record, Drivers License or State ID Card. Birth records may be obtained from the Register of Deeds in the county of birth. Baptismal records may be secured from the pastor of the church in which the baptism took place.
2. Letter from the employer stating the intent to employ the minor along with the job duties, hours of work and time of day the minor will be working.
3. Letter from the minor's parent, guardian or court-ordered foster parent while the minor is under their care and supervision consenting to the employment. As an alternative, the parent, guardian or foster parent may countersign the employer's letter.
4. The minor's social security card.
5. Statutory permit fee is \$10.00. The employer is required to pay the permit fee. If the minor advances the fee, the employer shall reimburse the minor not later than the minor's first pay check.
6. School and address minor attends.

If you have employment and wish to obtain a Work Permit, **please have this form completed below and bring your birth or baptismal certificate, social security card, and the \$10.00 work permit fee** to the Medford Area Senior High central office during working hours.

PARENT'S CONSENT LETTER

Minor's Name: _____ Address: _____

Minor's Age: _____ Date of Birth: _____ City, State, Zip: _____

My son/daughter has my permission to work for _____

(Name of Business) _____

Date: _____ Signature of Parent: _____

EMPLOYER'S INTENT TO EMPLOY LETTER

_____ has been offered a job with

(Name of Business)

(School & Address)

(Address of Business, City, State, & Zip)

(Job Duties – be specific)

(Phone # of Business)

(Hours of Work)

(Signature of Employer)

(Time of day minor will be working)

(Date)

(Nature of your business)