



MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
**CERTIFICATE TO EMPLOY A CHILD 14 OR 15 YEARS OF AGE  
 DURING SCHOOL TERM**

**BLUE**

**Section A: Employee Information (Student)**

|   |                           |   |              |
|---|---------------------------|---|--------------|
| Employee Name   |                           | Parent/Guardian Name                                  |              |
| Home Address ( <i>Street, City, State, ZIP Code</i> ) |                           | Home Address ( <i>Street, City, State, ZIP Code</i> ) |              |
| Parent Telephone No.                                  | Parent E-mail             | Employee Date of Birth                                | Employee Age |
| School Attended by Student                            |                           | City, State   |              |
| Employee Signature                                    | Parent/Guardian Signature | Date  |              |

**Section B: Employer Information (Intention to Employ)**

|   |                  |               |
|---|------------------|---------------|
| Employer Name   | Employer E-mail  | Telephone No. |
| Business Address ( <i>Street, City, State, ZIP Code</i> )   | Employer Fax No. | Business Type |
| Type of Job Offered ( <i>Include specific duties. See Chapter 294.040 of the Missouri Revised Statutes (RSMo) for prohibited occupations.</i> )   |                  |               |
| Please check the boxes below to indicate that you understand and comply with these statutory requirements of Chapter 294, RSMo.<br><input type="checkbox"/> No more than 3 hours on any school day.<br><input type="checkbox"/> No more than 8 hours on any nonschool day.<br><input type="checkbox"/> No more than 40 hours in a week.<br><input type="checkbox"/> No more than 6 work days in a week.<br><input type="checkbox"/> Hours must be between 7 a.m. and 9 p.m. during non-school term.<br><input type="checkbox"/> Hours must be between 7 a.m. and 7 p.m. during school term. |                  |               |
| I certify that I understand and will abide by the statutory requirements of Chapter 294, RSMo.  |                  |               |
| Employer or Authorized Agent Signature  | Printed Name     | Date          |

**Section C: Issuing Officer**

|  |   |                  |
|--|---|------------------|
| Name of School District ( <i>if applicable</i> )   | <input type="checkbox"/> Proof of Child's Age ( <i>List</i> ) _____<br>_____<br><input type="checkbox"/> Certificate of Grades Reviewed |                  |
| Name of Issuing Officer  | Title   | Fax Number       |
| Address ( <i>Street, City, State, ZIP Code</i> )   | Issuing Officer E-mail  | Telephone Number |
| I certify that I understand the requirements in existing law for issuing a work certificate and find these requirements met with regard to this statement.<br>Authorizing Signature: _____ Date: _____ |   |                  |

## Instructions

Work certificates are required regardless of where a child attends school (public school, private school, charter school, home school). Work certificates must be issued by either (1) the public school superintendent of the school district in which the child resides, (2) the chief executive officer of the charter school that the child attends, (3) the public or private school principal of the school that the child attends, (4) the designee of any of these school officials, or (5) if the child is home-schooled, a parent of the child. The public school superintendent of the school district in which the child resides may revoke a work certificate issued by a public or private school principal, if that is deemed to be in the best interest of the child.

Instructions for completing the certificate are as follows:

**Step 1:** Complete Section A of the form, including the signature of the child's parent or guardian.

**Step 2:** Take the form to the employer for completion of Section B.

**Note:** Federal child labor law, while similar to the Missouri child labor laws, contains differing restrictions. Employers should contact the U.S. Department of Labor regarding compliance with federal child labor law.

**Step 3:** After Sections A and B are completed, take the form to one of the individuals identified above as having authority to issue a work certificate for completion of Section C. The following information will also be required at that time:

- Proof of the child's age (birth certificate or other evidence).

Additionally, the following information may be required by the issuing officer:

- Attendance of a parent or guardian with the child at the time the child applies for a certificate. Check with the issuing officer for his or her policy.
- A certificate from the principal of the school that the child attends setting out the child's grades. (This requirement may be waived for home-schooled children.)
- A certificate from a physician that has personally examined the child stating that the child is in good mental and physical health and is capable of performing labor without injury to his or her health and mental development. Check with the issuing officer for his or her policy.

**Step 4:** After all three sections of the form have been completed, the original must be provided to the child's employer. The issuing officer must retain a copy, and a copy must be mailed to:

**Department of Labor and Industrial Relations  
Division of Labor Standards  
P.O. Box 449  
Jefferson City, MO 65102-0449**

**Or fax to: 573-751-3721**

For more information on Missouri's child labor laws contact the Division of Labor Standards:  
Telephone: 573-751-3403    E-mail: [childlabor@labor.mo.gov](mailto:childlabor@labor.mo.gov)    Website: [www.labor.mo.gov](http://www.labor.mo.gov)

Missouri TTY User: 800-735-2966 or 711 for Relay Missouri.

*Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.*