



Minor Work Variance Application for Teen Workers 16 — 17 years old

Employment Standards Program
PO Box 44510
Olympia WA 98504-4510
Email: TeenSafety@Lni.wa.gov
Fax: 360-902-5300
Phone: 360-902-5316

*Employers: Use this form if you are asking L&I to make a temporary exception to state rules limiting teen work hours in **agriculture** ([WAC 296-131-140](#)) and in **non-agricultural** jobs ([WAC 296-125-0600](#)).*

Important: Before you send in this application, you must have a current minor work permit endorsement on your Washington business license to cover the duration of your request. To apply, go to:
<http://bls.dor.wa.gov/minorworkpermit.aspx>.

Your business will receive an Approved Variance letter by email if this application is approved.

The department will review the following information in consideration of granting the requested variance. **In order for us to process this application, it must be completed in full.** The affected minor employees, school (if in session) and parent or legal guardian must be advised of the requested variance, and the required [Parent/School Authorization form](#) or [Parent Authorization for Summer Work form](#) must include the proposed exception.

Note: L&I can't approve a variance if it conflicts with US federal child labor laws. Call the US Dept. of Labor at 866-487-9243.

Employer Information

Your Business Name		Corporation Name	
Type of Business & Products Manufactured or Services Rendered			
Washington Unified Business Identifier (UBI) -	Location ID (Last 4 Digits) -	For What Time Period Are You Requesting This Variance? (Date to Date)	
Mailing Address		City	State Zip Code
Location Address (Physical location where teen will be working)		City	State Zip Code
Contact Name		Contact Email	
Contact Phone Number		Contact Fax Number (Optional)	

Teen Worker Information (You may provide information for more than one teen, if it's for the **same** job and hours)

☐ In agriculture ([WAC 296-131-120](#)) ☐ Non-agriculture ([WAC 296-125-027](#))

Teen Name	Birthdate
Teen Name	Birthdate

Description of Variance Request (A 'Minor Variance' is a temporary exception to state rules limiting teen work hours)

1. Describe below the specific work *duties* you plan for this minor/these minors. Attach additional pages if needed.

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2. Explain your reason for requesting this variance. Attach additional pages if needed.

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3. Is the minor? Home-schooled? ☐ Yes ☐ No Taking online classes? ☐ Yes ☐ No

4. Noise Exposure: Are your readings above 85 decibels? ☐ Yes ☐ No If "Yes", attach Noise Exposure Assessment.

5. Indicate the work hours you want L&I to permit for this teen(s) on the next page.

Signatures

Print Name of Employer Representative

Signature of Employer Representative

Date

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Employer Request for Additional Work Hours

Your Business Name		Corporation Name
Washington Unified Business Identifier (UBI) -	Location ID (Last 4 Digits) -	For What Time Period Are You Requesting This Variance? (Date to Date)

Exceptions from the rules covering hours of work for non-Agricultural only:

Is the minor:

Married? ☐ Yes ☐ No Registered in accredited college courses? ☐ Yes ☐ No
 A parent? ☐ Yes ☐ No Emancipated under Washington State law? ☐ Yes ☐ No
 Have their GED? ☐ Yes ☐ No

If you checked "Yes" for any one of the options above, obtain a copy of documentation for proof and recordkeeping purposes.

If any one of the following apply, teens may work as would be permitted during school vacations: 8 hours a day, up to 48 hours a week, 6 days a week:

1. Named on a certificate of marriage.
2. Named as a parent on a valid birth certificate.
3. General Education Diploma (GED).
4. Registered in accredited college courses.
5. Emancipated under Washington State law.

	School Week	Hours per Day		Hours per Week		Days per Week		Start Time		Quitting Time	
		Max allowed	Your request	Max allowed	Your request	Max allowed	Your request	Earliest allowed	Your request	Latest allowed	Your request
Non-Agriculture	School Weeks	4 hours	_____ hrs							10:00 pm	_____ pm
		8 hours (Fri – Sun)	_____ hrs	20 hours	_____ hrs	6 days	____ days	7:00 am	_____ am	Midnight (Fri – Sat)	_____
	Non-School Weeks	8 hours	_____ hrs	48 hours	_____ hrs	6 days	____ days	5:00 am	_____ am	Midnight	_____

	School Week	Hours per Day		Hours per Week		Days per Week		Start Time		Quitting Time	
		Max allowed	Your request	Max allowed	Your request	Max allowed	Your request	Earliest allowed	Your request	Latest allowed	Your request
Agriculture	School Weeks	4 hours	_____ hrs								
		4 hours	_____ hrs	28 hours	_____ hrs	6 days	____ days	5:00 am	_____ am	10 pm	_____ pm
	Non-School Weeks	10 hours	_____ hrs	50 hours	_____ hrs	6 days	____ days	5:00 am	_____ am	10 pm	_____

Questions? Go to: www.Lni.wa.gov/TeenWorkers Email: TeenSafety@Lni.wa.gov Call: 360-902-5316