



**STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT  
CERTIFICATE OF AGE**

CDE B1-1 (Rev. 07-10)

FLSA-Federal Labor Standards Act, CDE-California Department of Education, *EC-California Education Code*, *LC-California Labor Code*, *CFR-California Federal Regulations*

**If federal laws, state laws, and school district policies conflict, the more restrictive law (the one most protective of the minor) prevails. (FLSA)**

Employers of minors required to attend school must complete a "Statement of Intent to Employ a Minor and Request for Work Permit" (CDE B1-1) for the school attendance for each such minor. (*EC 49162*)

Employers must retain a "Permit to Employ and Work" (CDE B1-4) for each such minor. (*EC 49161*)

Work permits (CDE B1-4) must be retained for three years and be available for inspection by sanctioned authorities at all times. (*EC 49164*)

A work permit (CDE B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. (*EC 49164*)