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EMPLOYMENT AND AGE CERTIFICATE - MINORS
NORTH DAKOTA DEPARTMENT OF LABOR AND HUMAN RIGHTS
SFN 4598 (7-2020)

For Department Use Only

Number

TO BE COMPLETED BY MINOR: Please print or type.

Form section for minor completion with fields: Name of Minor, Email Address, Mailing Address of Minor, City, State, ZIP Code, Telephone Number, Age, Date of Birth, Name of School Minor Attends, City, State, ZIP Code, Signature of Minor, Date Signed.

TO BE COMPLETED BY EMPLOYER: Please print or type.

Form section for employer completion with fields: Name of Employer, Name/Title of Employer Contact, Mailing Address of Employer, City, State, ZIP Code, Telephone Number, Email Address, Type of Industry, Consent to correspondence, Duties/Occupation of Minor, Rate of Pay, Type of Evidence of Age Reviewed, Signature of Employer, Date Signed.

TO BE COMPLETED BY MINOR'S PARENT OR GUARDIAN: Please print or type.

Form section for parent/guardian completion with fields: Name of Parent/Guardian, Relationship to Minor, Mailing Address of Parent/Guardian, City, State, ZIP Code, Telephone Number, Email Address, Consent to correspondence, Signature of Parent/Guardian, Date Signed.

North Dakota youth employment laws apply to teens ages 14 and 15. The laws establish a minimum age of 14 to be employed, restrict the hours that can be worked, prohibit work deemed to be hazardous, and require the completion and filing of an Employment and Age Certificate.

A summary of state and federal youth employment laws can be found in the North Dakota Department of Labor and Human Rights' brochure, Youth Employment in North Dakota. The full text of North Dakota's youth employment laws can be found in N.D.C.C. ch. 34-07.

REQUIRED DISTRIBUTION: (Please ensure all blanks above are completed before distribution) Under North Dakota Century Code § 34-07-05, the parent or guardian who certifies or rejects the Employment and Age Certificate must file a completed copy within ten days of the certification or rejection with the: 1) North Dakota Department of Labor and Human Rights - labor@nd.gov 701) 328-2660 or ND toll-free 1-800-582-8032, www.nd.gov/labor, 2) Minor's employer, and 3) Principal of the school the minor attends or principal in the municipality in which the minor resides.

NOTICE - Anything you submit to us in a paper form will be scanned to an electronic version and the original destroyed.