

## SECTION .0400 - YOUTH EMPLOYMENT

### 13 NCAC 12 .0401 CERTIFICATION OF YOUTHS

(a) Unless exempted by the Wage and Hour Act, all employees under 18 years of age must obtain a youth employment certificate prior to starting work. Where there is no employer-employee relationship, a youth is not employed as a worker and a certificate is not required.

(b) Youths who reside in homes for dependent children may perform domestic activities without being considered employees. Such activities include personal care, maintenance of living quarters, work around the residence or its farm and other activities normally performed by children when living at home and under direct parental control.

(c) A youth employment certificate is valid only for the employer specified on the certificate. This certificate is valid at all locations of this employer. A new certificate must be obtained for each new employer. A certificate remains valid for a youth who terminates employment but then resumes work at the same place of employment.

*History Note:* Authority G.S. 95-25.5; 95-25.14; 95-25.19;  
Eff. November 1, 1980;  
Amended Eff. April 1, 2001; February 1, 1982;  
Pursuant to G.S. 150B-21.3A rule is necessary without substantive public interest Eff. March 1, 2016.