

13 NCAC 12 .0402 APPLICATION FOR A YOUTH EMPLOYMENT CERTIFICATE

(a) A youth employment certificate may be obtained:

- (1) electronically from the Department of Labor; or
- (2) from the county director of social services' office in the county in which the youth resides or the county in which the youth intends to work, or from a designee outside the social services' office in the county in which the youth resides or the county in which the youth intends to work who has been approved to issue youth employment certificates pursuant to 13 NCAC 12 .0407.

(b) Proof of Age.

- (1) If the youth employment certificate is obtained electronically, the employer shall verify the age of the youth.
- (2) If the youth employment certificate is not obtained electronically, the youth must provide proof of age by means of one of the following:
 - (A) A birth certificate;
 - (B) Evidence from the bureau of vital statistics in the state in which the youth was born;
 - (C) Any state driver's license, learner's permit, or state-issued identification card;
 - (D) Passport;
 - (E) School records or insurance records; or
 - (F) Other documentary evidence determined as equivalent by the Wage and Hour Bureau.

(c) A youth employment certificate obtained pursuant to Paragraph (a) of this Rule shall not be valid unless it is signed by the youth and by a parent, guardian, custodian, or other person standing in loco parentis and by the employer. In the event that a final decree of emancipation has been issued for the youth by a court of competent jurisdiction pursuant to G.S. 7B, Article 35, the youth may sign the certificate without the approval of a parent, guardian or custodian, or other person standing in loco parentis.

*History Note: Authority G.S. 95-25.5; 95-25.19;
Eff. November 1, 1980;
Amended Eff. January 1, 2007; February 1, 2004; April 1, 2001;
Pursuant to G.S. 150B-21.3A rule is necessary without substantive public interest Eff. March 1, 2016.*