Mail Completed Application to:
Department of Labor and Industries
Employment Standards Program
PO Box 44510
Olympia WA 98504-4510
Phone: (360) 902-5316 - FAX: (360) 902-5300
Email: teensafety@Lni.wa.gov
www.TeenWorkers.Lni.wa.gov

Student Learner Variance Application

For 16- and 17-year-old Minors Only

Employer must have a current minor work permit to request a variance. Your business will receive an Approved Variance letter by email if this application is approved.

WAC 296-131-140, Variances – Agricultural Employment, and WAC 296-125-0600, Variances – Non-Agricultural Employment, provides that the Department of Labor and Industries may grant an employer a variance from specific rules. **The employer must show good cause as defined in the regulations in order to be granted a variance.** 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 must include the proposed exceptions.

Parents and schools have the ability to adjust the hours of work for their child, despite the variance approval.

UBI Number for this business location: ___ ___ ___ ___ ___ ___ ___ ___ ___ ___ ___ ___
9-digit Unified Business Identifier (UBI) 4-digit Location ID

Business Name

Mailing Address | City | State | Zip+4

Location Address | City | State | Zip+4

Point of Contact | Email Address | Phone Number | Fax Number

Name and/or number of minors affected (if known):

Section(s) of minor work rules for which variance is requested **(for 16- and 17-year-old minors only)**

WAC 296-125-027 Hours of Work for Minors in Non-Agricultural Employment: ☐ Yes ☐ No

WAC 296-125-030 Prohibited Duties: (please specify) ☐ Yes ☐ No
If Yes, please specify:

Please describe what you want minor(s) to do, e.g., work activities; or work more hours, total number of hours per day and week, etc.

Reason(s) and circumstances specified along with any information necessary to support your request, e.g., demonstration of good cause. Also, please include a description of the vocational education placement and job duties.

Date | Printed Name of Employer Representative | Signature of Employer Representative (electronic accepted)

Name of Teacher and School Program (if known) | Title (please print)

(if additional space is needed, attach a separated sheet.)

Variance Request for Hours of Work for 16- and 17-year old Minors

Non-Agriculture (WAC 296-125-027)

Student Learner Work Based Variance (WAC 296-125-0640)

	Non-School weeks (allowed)	School Days (allowed)	School Weekends (allowed)	Variance Request
Hours a day	8 hours	6 hours Special variance	8 hours Friday – Sunday	
Hours a week	48 hours	28 hours Special variance		
Days a week	6 days	6 days		
Start times	7 a.m.	After school day (~ 3 p.m.)	7 a.m.	
Quit time	12 a.m.	10 p.m.	12 a.m. Friday - Saturday	

The hours listed in this chart are those allowed under the child labor regulations. Fill in the additional hours being requested for the student learners.

Dates of variance request: Start _____ - End _____

Provide more detail below if needed:

_____

_____

_____

For more information regarding these laws contact the Employment Standards Program at teensafety@Lni.wa.gov or 360.902.5316.

Note: The Department of Labor and Industries will not approve a variance that conflicts with Federal Child Labor Laws. If you have questions regarding coverage under federal law, please call the U. S. Department of Labor toll-free at (866) 487-9243.