



The Commonwealth of Massachusetts
 Division of Occupational Safety
 399 Washington Street, 5th Floor
 Boston, MA 02108

Employment Permit (14 -17 year-old workers)

This permit is issued to 14 through 17 year-old workers in accordance with G.L. c. 149, §§86-89.

Permit Number:	Date of Issue:
Name of Minor:	
Minor's Address:	
Minor's Place of Birth:	Date of Birth:
Current Age _____ years _____ months	Gender:
Color of Hair: _____	Color of Eyes: _____
Facial Marks: _____	
Specific Nature of Employment:	
Employer's Name:	
Employer's Address:	
Proof of Age Accepted: School Record	
School Last Attended: Concord Carlisle High School	
Grade Last Attended: _____	Years in School: _____
School Attendance Req.: Y	
Municipality of Issue: Concord	
Expiration Date:	
_____ Signature of Minor (sign in the presence of the issuing agent)	
The Superintendent of Schools, or his or her authorized agent, hereby certifies that the child named in this permit has personally appeared before the person issuing this permit and has been examined and, except in the case of a limited permit, found to possess the educational requirements described in G.L. c. 76, §1, and that all the papers required by G.L. c. 149, §87, have been duly examined, approved and filed and that all the conditions and requirements for issuing an employment permit have been fulfilled. Any erasure or alteration voids this permit and is punishable by fine.	
_____ Signature of Superintendent of Schools or Authorized Agent	
☐ If checked, no signature is necessary, as minor is 17 years of age and a copy of his/her high school diploma or the equivalent is on file with authorized school official.	

Important Conditions: : All students between 6 and 16 years of age must attend school, with the following exceptions:

- 1) 14 and 15 year-olds who have completed the 6th grade and hold a permit for employment in private domestic service or service on a farm for 6 hours per day;
- 2) 14 and 15 year-olds who have completed the 6th grade and have the written permission of the superintendent of schools to engage in non-wage earning employment at home; and
- 3) a child over 14 who holds a permit for employment in a cooperating employment.

Students between the ages of 14 and 16 may work, but unless they fall within one of the three categories, they must also attend school until age 16.

Full-Time Employment permits are issued at the discretion of the Superintendent of Schools.

An Employment permit does not authorize the employment of the minor named thereon by anyone other than the employer named. Employment of the minor named is restricted to the specific nature of employment stated on the face of this permit.

Whoever, without authority, alters an employment permit shall be punished by a fine. G. L. c. 149, §90.