



New Hampshire Department of Labor

A minor **16- or 17-year-old** who wishes to work must have written permission from a parent or legal guardian, and the employer must keep this document on file.

The parental permission must include the following:

- (1) The employer's name and location;
- (2) The date permission is given by the parent or legal guardian;
- (3) The signature of the parent or legal guardian;
- (4) The title of the position the minor will fill or a description of the work activities; and
- (5) The minor's date of birth.

The parental permission must be on file at the establishment's worksite prior to the first day of employment. For convenience, parents can use this suggested form for this purpose: <https://www.nh.gov/labor/documents/parental-permission.pdf>

Under age 16, the prospective employer completes a form called an Employer's Request for Child Labor <https://www.nh.gov/labor/documents/employer-request-child-labor.pdf> and gives it to the young person.

The youth takes this form either:

- to their local school or school superintendent's office to obtain the certificate described in [RSA 276-A:5](#),
- or to their parent or legal guardian, who may also complete the Youth Employment Certificate <https://www.nh.gov/labor/documents/youth-emp-certificate-and-information-km.pdf>

Whoever issues a certificate to a youth under the age of 16 should be making a favorable judgment as to the academic status and health status of the young person. They should revoke the certificate if they become dissatisfied with these conditions and notify the Department of Labor within 48 hours.

The employer must have the certificate on file within three days of the employment date.