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The Occupational Safety and Health Laws of Virginia give employees the right to file complaints about workplace safety and health hazards. Employees are encouraged to resolve safety and health issues first by reporting them to their supervisors, managers or their safety and health committee, if possible. At any time, however, employees can file a VOSH complaint without first bringing the matter to the attention of their employer. Complainants have the right to request that their names not be revealed to their employers. Complaints from employees and their representatives are taken very seriously by VOSH. Are you looking to report a fatality or injury? Click here to learn more. To Make a Report Submit an online report here. Call the nearest VOSH regional office here. FAQ Who can file a complaint? Employees or their representatives have a right to request an inspection of a workplace if they believe there is a violation of a safety or health standard, if there is any danger that threatens physical harm, or if an "imminent danger" exists. Any person who knows about a workplace safety or health hazard may complain, and VOSH will either investigate or inspect the concerns reported depending on the specific circumstances. What information must the employer provide? Employees or their representatives must provide enough information for VOSH to determine that a hazard probably exists. Workers do not have to know whether a specific VOSH standard has been violated in order to file a complaint. They only need a good-faith belief that dangerous conditions exist in their workplace. Because it is important to give as much complete and accurate information as possible about an alleged hazard, answers to the following types of questions may be useful: How many employees work at the site and how many are exposed to the hazard? How and when are workers exposed? What work is performed in the unsafe or unhealthy area? What type of equipment is used? Is it in good condition? What materials and/or chemicals are used? Have employees been informed or trained regarding hazardous conditions? What process and/or operation is involved? What kinds of work are done nearby? How often and for how long do employees work at the task that leads to their exposure? How long (to the best of your knowledge) has the condition existed? Have any attempts been made to correct the problem? How many shifts work in the area and what times do they start? On what shifts does the hazard exist? What personal protective equipment is required by the employer? Is the equipment used by the employees? Has anyone been injured or made ill as a result of this problem? Have there been any "near-miss" incidents? Has the employer conducted any tests to determine if employees are exposed to the hazardous condition or substance? What are these tests and the results of the tests? What steps has the employer taken, if any, to control the hazard? Do any employees have any symptoms that they think are caused by the hazardous condition or substance? Have any employees been treated by a doctor for a work-related disease or condition? What was it? (Note: It is not necessary to have the answers to all the questions in order to file a complaint. The list is provided here as a guide.) How does VOSH respond to complaints? There are two ways that VOSH can respond to a complaint. VOSH can either perform an on-site inspection or an off-site investigation, also known as a "phone" investigation. Although every worker has a right to receive an on-site inspection if certain criteria are met, there are times when a phone investigation may be a better alternative. VOSH normally responds to lower priority hazards using an off-site approach. This enables the agency to concentrate its resources on the most serious workplace hazards. Employees who request an off-site investigation do not give up the right to request an on-site inspection of potential violations and hazards if they are not satisfied with the investigation. Workers should call their nearest VOSH Regional Office to discuss their options. If an off-site investigation is appropriate, VOSH telephones the employer, describes the alleged hazards and then follows up with a fax or letter. VOSH's off-site method enables the agency to respond more quickly to hazards when the criteria to conduct an on-site inspection (see below) are not met or where the employee or employee representative requests the off-site method. The employer must respond in writing within five days, identifying any problems found and noting corrective actions taken or planned. If the response is adequate, VOSH generally will not conduct an inspection. The employee or employee representative who filed the original complaint will receive a copy of the employer's response and, if still not satisfied, may then request an on-site inspection. If the employee or employee representative files a written complaint that meets certain criteria, then VOSH may conduct an on-site inspection. These criteria include claims of serious physical harm that have already resulted in disabling injuries or illnesses or claims of imminent danger situations; written, signed complaints by employees requesting inspections; and situations where the employer provided an inadequate response to a phone/fax investigation. What is the process for worker involvement in VOSH inspections? The Labor Laws of Virginia give the workers' representative the right to accompany the VOSH inspector during the inspection. The representative is chosen by the union (if there is one) or by the employees, never by the employer. If the employees are represented by more than one union, each union may choose a representative. Normally, the representative of each union will not accompany the inspector for the entire inspection but will join the inspection when it reaches the area where those union members work. Workers have the right to talk privately to the inspector on a confidential basis whether or not a workers' representative has been chosen. Employees are encouraged to point out hazards, describe incident or illnesses that resulted from those hazards and relate past worker complaints about hazards. Workers should also inform the inspector if working conditions are not the same as usually exist in the workplace. Can I be punished or discriminated against for filing a complaint? The laws of Virginia authorize VOSH to investigate employee complaints of employer discrimination against those who are involved in safety and health activities. Click here to learn about the VOSH Office of Whistleblower Protection. Virginia law requires students aged 14 and 15 to obtain a work permit prior to beginning a job. Parents can now electronically access, complete, and download the required forms. The application requires submission of two documents: a Permission for Employment form and an Employer Intent to Employ form. How does a 15 year old get a work permit in Virginia? Go to the Virginia Department of Labor and Industry website www.doli.virginia.gov where you can fill out the forms online or download & print the 2 forms necessary to apply for an Employment Certificate. "It is much faster to do this online than it is to print and send in. You can't work until you get your work permit. Do you need a work permit to work at 15 in Virginia? In Virginia, every teenager 14 or 15 years of age must have an employment certificate (work permit) to work at a job. The only exceptions to this requirement are listed below. 1. On farms, in gardens, and in orchards that are operated by a parent or guardian. How many hours can a 15 year old work in Virginia? The state has rules regarding hours that 14- and 15-year-old employees can work. They may not work: more than three hours a day on a school day. more than 18 hours a week in a school week. How do I get a US work authorization at 15? Typically, after an employer agrees to hire a minor, the minor obtains from his or her school a Department of Education form entitled "Statement of Intent to Employ Minor and Request for Work Permit". The form must be completed by the minor and the employer and signed by the minor's parent or guardian and the employer. See also Where Is The Most Affordable Place To Live In Northern Virginia?What is Virginia's minimum wage? The state's minimum wage was set at \$7.25 prior to May 1, 2021. This is in line with the federal minimum wage of \$7.25 which was not changed until 2021. The Bureau of Labor Statistics released two consumer price reports in 2021 that included parts of Virginia. One included the Washington metropolitan area. How old do you have to be to work at Chick Fil A in Virginia? Facts About Working at Chick-fil-A Hiring Age: 16 years old (How old do you have to be to work at Chick Fil A?) How old do you have to be to work at Target? 16 years old!Do you apply for hourly positions at Target stores and our Distribution Centers? You must be at least 16 years old to apply for a Target store job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be able to provide proof of legal authorization to work in the United States. Can my 15 year old work? 15 to 16 year olds can only work for up to 8 hours per day and up to 35 hours a week in the holidays. When can you get a workers permit in Virginia? A work-training certificate permits the employment of a minor between 14 and 16 years of age during school hours when enrolled in a regular school work-training program. To qualify as a work-training program, there must be a written agreement between the employer and the school that meets certain requirements. How many breaks should a 15 year old get? If you're over school leaving age but under 18, you can't usually work for more than 8 hours per day or 40 hours per week. You're usually entitled to: a 30 minute rest break if you work for more than 4 hours and 30 minutes in a day. 12 hours rest between each working day. See also How Long Is The Road Test In Virginia?How late can minors work in Virginia? Selected State Child Labor Standards Affecting Minors Under 18 in Non-form Employment as of January 1, 2022. *r.p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. What is the curfew for minors in Virginia? Virginia's Curfew For Minors Richmond's curfew law states that "Children under the age of 18 are not permitted on public streets, alleys, parks, playgrounds, public buildings or grounds, places of amusement, entertainment, refreshment or vacant lots between 11 p.m. and 5 a.m., unless they are with an adult. How old do you have to be to work at Chick Fil A? The minimum age to work at Chick-fil-A is 16 years old. The hours for minors under 16 are as follows: No more than 18 hours during a school week and no more than 40 hours a week during holidays. During the school week, no more than three hours a day or eight hours a day during holidays. 16 may not work on farms during any school hours, unless they work for their own parents or someone standing in for their parents. Step #2 - Prepare Form 1-765. Step #3 - Prepare your supporting documents. Step #4 - Pay the filing fee. Step #5 - Submit Your Work Permit application. What is an A10 Visa? A10. Granted Withholding of Deportation or Removal. Who has the highest minimum wage rate? The 10 States with the Highest Minimum Wage Rates in 2022 Maine \$12.75 (tie) Arizona \$12.80. New Jersey \$13 (tie) Connecticut \$13 (tie) New York \$13.20. 8. California \$14. Massachusetts \$14.25. Washington \$14.49. Washington has been a leading state when it comes to high minimum wages for quite some time. See also Is Virginia Considered The South Or East?How much does target pay an hour in Virginia? How much does Target in Virginia pay? Average Target hourly pay ranges from approximately \$9.25 per hour for Inventory Control Specialist to \$26.29 per hour for Maintenance Person. What state has lowest minimum wage? Mississippi. No state minimum wage law. Employers subject to the Fair Labor Standards Act must pay the current Federal minimum wage of \$7.25 per hour. What age does Walmart hire? 16 years oldApplication requirements vary depending on the career area you are viewing. As a minimum age requirement, you must be at least 16 years old to work at Walmart and 18 at Sam's Club. Does Chick-fil-A hire at 15 in Virginia? Must be 16 or older. In terms of how it is presented, Virginia's regulations are laid out differently from other states. Rather than a single legislative act about the employment of minors, it runs under an administrative code in general. The specific rules of employment fall under "Title 16: Labor and Employment" of the administrative code. Under Title 16, there are sub-sections with information on the employment commission, safety and health codes, worker's compensation, etc. Within these sub-sections, rules and regulations about minors are discussed. And yes, as with other states, you will need a work permit if you are under a certain age, but I will cover that in more depth later. 5. Let's look at the rules regarding the employment of minors and How to Get a Work Permit in Virginia. Hazardous Occupations No person under the age of 18 will be permitted to be employed in any hazardous occupation. Hazardous jobs include but are not limited to: Manufacturing, storage, handling of, or exposure to; explosives, radioactive substances, alcohol, any hazardous materials, and chemicals. Operating: heavy machinery, motor vehicles, power tools used in construction or woodwork, appliances that heat up, such as ovens at a bakery. Occupations in logging, sawmilling, mining, slaughtering, meat-processing, demolition, shipbreaking, roofing, excavation, or freighting. Pornography and or any other work that requires nudity, sexual acts, or sadomasochistic abuse. The Exemptions For some hazardous occupations, apprentices and student learners may be exempt from age restrictions if they have the proper certification in place. Those who are aged 16 and 17 must complete a level one National Fire Protection Association 1001 certification process to be allowed to partake in any firefighting duties under a paid or volunteer-based firefighting company. Jobs For Minors Aged 15 - 17 Years Old Artistic professions. Retail work including cashier work, sales, price marking, stock take, assembling orders, packing shelves, bagging, and carrying orders. Clerical work in offices. Deliveries, errands, and messenger work on foot, bicycle, or public transportation. Janitorial cleaning and maintenance work without using hazardous machinery. Kitchen work with full use of all appliances except ovens that may be a burn hazard. Working with food in packaging, weighing, pricing, and stocking, with the exception of meat. Gas station positions such as dispensing fuel and oil, and cleaning vehicles. Jobs For Children Under The Age Of 14 Years Old: Delivery of parcels or messages (on foot or bicycle). Work as a caddy. Paper routes/sales. Private home domestic duties. Farm, garden, or orchard work. Employed by parents in any non-hazardous position. The Hours Permitted As with most other states, working hours are limited. The hours for minors under 16 are as follows: No more than 18 hours during a school week and no more than 40 hours a week during holidays. During the school week, no more than three hours a day or eight hours a day during holidays. 16 may not work on farms during any school hours, unless they work for their own parents or someone standing in for their parents. You are entitled to an uninterrupted break lasting at least 30 minutes after every five hours of work. What about the Agricultural Industry? In the agriculture industry, it gets a bit tricky. Minors younger than 16 may not work on farms during any school hours, unless they work for their own parents or someone standing in for their parents, that owns the farm, garden, or orchard. In this case, many children are homeschooled or have more flexible schooling hours. Minors who work for their own parents are also exempt from any restrictions on their working hours, but they are entitled to a 30-minute break every five hours. How To Get A Work Permit In Virginia In Virginia, only minors aged 14-15 will need work permits. Jobs for minors under the age of 14 will not need a permit, as they are usually informal and untaxed. Work permits are issued by completing a three-part registration process electronically via this website. It is quite simple, as you just fill out the electronic form of your designated section and click "submit." A parent or guardian is needed... You will get a "unique identifier code" once you have completed the first section that you need to give to your parent or guardian and your employer. You have to use that code to enter the sections of the registration to be tied to your application. Please note that you are not allowed to "start" the application without a promise of employment. You complete the first section, your employer completes the second section, and your parent or guardian completes the third section for submission. Can be done in a day... It is important to note that only the employer is authorized to submit the second section, and you are not allowed to complete it on their behalf. You will be issued a permit electronically within a day of completing all three sections of the registration. Alternatively, you can download and complete the forms manually, but you will have to mail them in, which will take significantly longer. Work Permits For Different States Perhaps you got a job in another state, or you're moving? Not to worry, check out our alternatives, such as my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Washington, my How To Get A Work Permit in New York, and my How to Get a Work Permit in Michigan. If you're still in school or graduating, you might not have any idea which direction you're going in yet. We recommend reading What Color Is Your Parachute? for Teens: Discover Yourself, Design Your Future, and Plan for Your Dream Job, or even the Teens' Guide to College & Career Planning, available online in 2023. We also found The 7 Habits of Highly Effective Teens, or how about Who Am I?, An A-Z Career Guide for Teens, and the Life Skills and Career Coaching for Teens, and my favorite, The Careers Handbook: The ultimate guide to planning your future and you'll be on your way in no time! How To Get A Work Permit In Virginia - Final Thoughts No one is permitted to force you to work outside of the perimeters of the laws and regulations, with or without a work permit. If you feel, at any point, that you are being exploited, you can make a complaint on the Virginia Occupational Health and Safety department's website form or call their nearest office on this list. All the very best in getting your Virginia Work Permit! Learn what laws and regulations govern work by those under 18, what types of work are allowed, and how to obtain a work permit. Does Virginia have laws about child labor? Yes. Child labor laws are contained in the Code of Virginia §§ 40.1-178 to 40.1-116. In general, child labor laws are intended to protect the health and safety of children, to prevent exploitation, and to ensure that work does not interfere with their educational opportunities. There are also state regulations that define hazardous occupations and govern the employment of minors in various types of occupations. The regulations are contained in Title 16 of the Virginia Administrative Code. (How does someone get an employment certificate? In general, 14- and 15-year-olds: must have an employment certificate, (Code of Virginia § 40.1-84) have limits on hours they can work, and cannot work in certain jobs considered to be unhealthy, unwholesome, or dangerous. The Virginia Department of Labor and Industry has an automated, employment certificate process. Children and their parents no longer need to apply for an employment certificate at their school. (Code of Virginia § 40.1-78.) But by the parent, guardian, or custodian. (Code of Virginia § 40.1-92(A)) Intent to Employ - This form is filled out by the employer. The employer must state clearly the kind of work the teenager will be performing, the number of days per week, the number of hours per day, and the amount of time given for lunch periods. (Code of Virginia § 40.1-93) Proof of Age - A statement signed by the prospective employer stating that the employer has verified the age of the minor by using a birth certificate, baptismal record, or other document. (Code of Virginia §§ 40.1-93(2), 40.1-94). Minors under the age of 16 must obtain an employment certificate before their first day of employment. What are age certificates? Age certificates serve as proof of age. They are typically issued to workers age 16 and older. Proof of age is often requested by an employer as part of the hiring process when the job requires that the worker be 16 or older. (Code of Virginia § 40.1-104). What is the difference between a vacation or part-time certificate and a work-training certificate? Virginia law defines two types of employment certificates: (Code of Virginia § 40.1-85) A vacation or part-time certificate permits the employment of a minor between 14 and 16 years of age only during school vacation periods or on days when school is not in session, or outside school hours on school days. (Code of Virginia § 40.1-87). A work-training certificate permits the employment of a minor between 14 and 16 years of age during school hours when enrolled in a regular school work-training program. To qualify as a work-training program, there must be a written agreement between the employer and the school that meets certain requirements. (Code of Virginia § 40.1-88). Are there jobs that don't require an employment certificate? Minors do not need employment certificates for the following jobs (Code of Virginia § 40.1-84): working for their parents or in the home of others; working on a farm, garden, or orchard; performing or acting (note: the employer must obtain theatrical permits from the Department of Labor and Industry; (Code of Virginia § 40.1-102); working as a page/clerk for the VA General Assembly; or doing voluntary work. (Code of Virginia § 40.1-79.01) How old do you have to be to get a job? This depends on the type of job you want. A parent, at any age, is allowed to (Code of Virginia § 40.1-79.01): work at home for their parents doing domestic jobs such as typing, house or taking out the trash, work on their parents' family garden, or orchard doing such things as planting and feeding animals; work in a business owned by their parents except manufacturing, mining, or other dangerous jobs; work at another person's house doing housecleaning or babysitting, with their parents' permission; and participate with a volunteer rescue squad. If you are 12 or older, you are allowed, with your parents' permission, to: work on any farm, garden, or orchard belonging to someone else; deliver newspapers; referee at a sporting event for a charitable or government organization; and if between 12 and 18, work as a page or clerk for the Virginia General Assembly. If you are 14 or 15 and have an employment certificate, you are allowed to work in any office job; in hospitals and nursing homes doing kitchen duties and room and hallway cleaning; as a cashier for a dry cleaners as long as no processing is done on the premises; in food service cleaning dishes, waiting on tables (but not serving alcoholic beverages), and as a cashier or kitchen helper (with restrictions); at bowling alleys; at a swimming pool as gatekeeper or in concessions; and on the beach handling beach equipment. Minors 16 and 17 of age are not required to obtain an employment certificate and are permitted to hold many other types of jobs. They are, however, barred from working in certain particularly hazardous jobs. In what places or occupations are those under 16 not permitted to work? Minors under 16 are prohibited from several occupations, which are considered unhealthy, unwholesome or dangerous. Some examples include (Code of Virginia § 40.1-100(B)): manufacturing or mechanical establishments; construction trades; scaffolding; commercial canneries; operation of any passenger or freight vehicle; dance studio; laboratory helper, therapist, orderly, or nurse's aide in an establishment providing resident patient care; veterinarian business, while treating farm animals or horses; warehouses; processing in dry cleaners or laundries; undertaking establishment or funeral home; curb service restaurant; hotel and motel room service; and any work involving heavy machinery and power tools. Engaging in construction trades Construction work, including carpentry, roofing, and excavation. Working in commercial canneries Processing and packaging food products in industrial canneries. Driving certain vehicles Operating vehicles such as heavy trucks, buses, or motorcycles. Working in dance studios Participating in professional dance performances or rehearsals. Working in laboratories Handling hazardous substances or conducting scientific experiments. Working in veterinarian businesses Assisting in veterinary clinics, hospitals, or animal shelters. Minimum Wage and Training Wage As an important aspect of employment, the minimum wage in Virginia is currently set at \$7.25 per hour, which aligns with the federal minimum wage. However, it's crucial to note that there are upcoming changes to the minimum wage in Virginia. Senate Bill 7 (SB7), legislation enacted in April 2020, will gradually increase hourly rates over time, reaching \$15 per hour by 2026. Starting from May 1, 2021, there will also be the introduction of a training wage for minors in Virginia. This training wage allows employers to pay 75% of the minimum wage for the first 90 days of a worker's employment during on-the-job training programs. This initiative not only offers minors an opportunity to gain valuable work experience but also allows businesses to invest in training and development. Effective Date Minimum Wage Currently \$7.25 per hour May 1, 2021 Training wage: 75% of the minimum wage 2026 (Gradual Increase) \$15 per hour These changes in the minimum wage aim to improve workers' financial well-being and keep pace with the rising cost of living. By investing in training programs and gradually raising the minimum wage, Virginia seeks to create a more sustainable and equitable employment environment. Virginia's Municipal Minimum Wage Laws While Virginia has specific regulations concerning the minimum wage, currently, there are no cities within the state that have their own minimum wage rates. This means that the minimum wage for all workers in Virginia is determined solely by state law. The absence of municipal minimum wage laws in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principle limits the authority of local governments, including their power to establish their own minimum wage rates. Therefore, municipalities in Virginia do not have the ability to set their own minimum wage laws distinct from the state's regulations. This lack of local autonomy in setting minimum wage rates ensures consistency across the state and simplifies compliance for employers operating in multiple cities or counties in Virginia. Implications of Virginia's Municipal Minimum Wage Laws Without the ability to establish their own minimum wage rates, Virginia cities depend on the state's minimum wage laws to protect workers and maintain wage standards statewide. By maintaining a unified minimum wage, Virginia aims to promote fair compensation for all workers and prevent potential wage discrepancies between different localities. This can also help create a more level playing field for businesses operating within the state, as they do not have to navigate varying minimum wage requirements across different municipalities. The absence of municipal minimum wage laws in Virginia may provide some stability for businesses, but it also highlights the importance of the state's minimum wage regulations in ensuring fair wages and economic well-being for workers throughout Virginia. Conclusion To ensure compliance with Virginia's child labor laws and provide a safe work environment for young workers, employers must be well-versed in the requirements and restrictions surrounding the employment of minors. Obtaining an employment certificate, adhering to age-based job restrictions, and following minimum wage regulations are critical factors for both legality and the well-being of young workers. Employers should take the time to familiarize themselves with the specific laws outlined in the Code of Virginia. By doing so, they can ensure full compliance with all relevant regulations and maintain a legally sound workplace. The Virginia Department of Labor and Industry serves as an excellent resource for employers seeking guidance on obtaining employment certificates and staying up to date with child labor laws. Prioritizing the safety and welfare of young workers is of utmost importance. Employers must strive to create an environment where minors can learn and thrive while safeguarding them from hazardous occupations and prohibited employment. By following Virginia's child labor laws, employers can contribute to the proper development and protection of young workers, empowering them to gain valuable skills and experience while complying with legal requirements. Minors aged 14 and 15 in Virginia are required to obtain an employment certificate or work permit before starting work. The Virginia Department of Labor and Industry offers an automated process for obtaining an employment certificate, which involves filling out forms such as "Permission to Employ" (filled out by the parent or guardian) and "Intent to Employ" (filled out by the employer). The employer must also provide proof of the minor's age. Yes, there are certain jobs in Virginia that do not require minors to obtain an employment certificate. These include working for their parents or in someone else's home, working on a farm or garden, performing or acting (with theatrical permits), working as a page or clerk for the VA General Assembly, and engaging in volunteer work. However, specific requirements and restrictions may apply to each exemption. The minimum age to work in Virginia varies depending on the type of job. Children of any age can perform domestic tasks for their parents or work on their parents' farms, gardens, or orchards. At 12 years old, children can take on jobs such as delivering newspapers or working as a referee at sporting events. At 14 and 15 years old, with an employment certificate, they can work in various office jobs, hospitals and nursing homes (with certain duties), dry cleaners, food service, bowling alleys, and more. Minors aged 16 and 17 are not required to have an employment certificate and have fewer job restrictions. Virginia child labor laws prohibit minors from engaging in certain occupations and work that is considered hazardous or detrimental. Examples of prohibited employment include working in manufacturing or mechanical establishments, construction trades, commercial canneries, driving certain vehicles, and working in dance studios. Laboratories, veterinarian businesses, and more. The Code of Virginia § 40.1-100(B) provides a comprehensive list of occupations that minors are not permitted to engage in. The minimum wage in Virginia is currently \$7.25 per hour, which aligns with the federal minimum wage. However, it will be changes to the minimum wage in Virginia as outlined in SB7, legislation enacted in April 2020. The hourly rates will gradually increase, reaching \$15 per hour by 2026. Starting May 1, 2021, a training wage will also be introduced. This training wage allows employers to pay 75% of the minimum wage for the first 90 days of a worker's employment during on-the-job training programs. This initiative not only offers minors an opportunity to gain valuable work experience but also allows businesses to invest in training and development. Effective Date Minimum Wage Currently \$7.25 per hour May 1, 2021 Training wage: 75% of the minimum wage 2026 (Gradual Increase) \$15 per hour These changes in the minimum wage aim to improve workers' financial well-being and keep pace with the rising cost of living. 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At 12 years old, children can take on jobs such as delivering newspapers or working as a referee at sporting events. At 14 and 15 years old, with an employment certificate, they can work in various office jobs, hospitals and nursing homes (with certain duties), dry cleaners, food service, bowling alleys, and more. Minors aged 16 and 17 are not required to have an employment certificate and have fewer job restrictions. Virginia child labor laws prohibit minors from engaging in certain occupations and work that is considered hazardous or detrimental. Examples of prohibited employment include working in manufacturing or mechanical establishments, construction trades, commercial canneries, driving certain vehicles, and working in dance studios. Laboratories, veterinarian businesses, and more. The Code of Virginia § 40.1-100(B) provides a comprehensive list of occupations that minors are not permitted to engage in. 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The Virginia Department of Labor and Industry serves as an excellent resource for employers seeking guidance on obtaining employment certificates and staying up to date with child labor laws. Prioritizing the safety and welfare of young workers is of utmost importance. Employers must strive to create an environment where minors can learn and thrive while safeguarding them from hazardous occupations and prohibited employment. By following Virginia's child labor laws, employers can contribute to the proper development and protection of young workers, empowering them to gain valuable skills and experience while complying with legal requirements. Minors aged 14 and 15 in Virginia are required to obtain an employment certificate or work permit before starting work. 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