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The Occupational Safety and Health Laws of Virginia give employees the right to file complaints about workplace 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 employers. Complainants have the right to request that their names not be revealed to their employers. Complainants from employers 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 employee 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? What work is performed in the unsafe or unhealthful 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 (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 used by the employer? Is the equipment used by the employer.
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 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 can respond to a complaint. VOSH can either perform an on-site inspection or an off-site
investigation, also known as a "phone/fax investigation." Although every worker has a right to receive an on-site inspection if certain criteria are met, there are times when an off-site approach. This enables the agency to concentrate
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 or Field Office to discuss their options. If 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.
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 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 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 inspector
during the inspection. The representative is chosen by the union (if there is one) or by the employees, never by the employees are 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 a right to talk privately to the inspector on a confidential basis whether or not a workers' representative has been chosen. Workers are encouraged to point out hazards, describe accidents or illnesses that resulted from those hazards and relate past workers.
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 Virgi
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 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 Education form entitled by the minor and the employer are school a Department of Education form must be completed by the minor and the employer are school and the employer. See also Where Is The
Most Affordable Place To Live In Northern Virginia? What is Virginia minimum wage? The state's minimum wage was $7.25 prior to May 1, 2021. This is in line with the federal minimum wage of $7.25, which has not changed since 2009. The Bureau of Labor Statistics released two consumer price index reports in late 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?) How old do you have to be to work at Target? 16 years old To 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 at least 16 years old to apply for a Target Distribution Center job. You must be at least 16 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be at least 18 years old to apply for a Target Distribution Center job. You must be a
hours a week in the holidays. When can you get a 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 8 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-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. What is the curfew for minors in Virginia? Virginia? Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. What is the curfew for minors in Virginia? Virginia? Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. What is the curfew for minors work in Virginia? Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. What is the curfew for minors work in Virginia? Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Day) to 7 a.m. What is the curfew for minors work in Virginia? Selected State Child Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1, 2022. 7 p.m. (9 p.m. June 1 through Labor Standards Affecting Minors Under 18 in Non-farm Employment as of January 1 through Labor Standards Affecting Minors Under 18 in Non-farm Employment Affecting Minors Under 18 in Non-farm Employment Affecting Minors Under 18 in Non-farm Employment Affecting Minors Under 18 in 
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 in the front (which consists of lobby and registers, and drive-thru) is 16 years or older. 16 years of age. The minimum age for employment is 15 with minimal hours. How do I get a US work permit? How to apply for a Work Permit (in 5 easy steps) Step #1 - Apply for an immigration status that will
allow you to work. Step #2 - Prepare Form I-765. Step #3 - Prepare Form I-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? 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 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? Mississippi. No state minimum wage law. Employers subject to the Fair Labor Standards Act must pay the current
 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 subs-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. S, 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 occupations No person under the age of 18 will be permitted to be employed in any hazardous occupation.
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 firefighting. 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 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, no more than 40 hours a day or eight hours a day during holidays. No work before 07:00 am or after 07:00 pm, except for Labor Day, which allows
minors to work until 09:00 pm. You are entitled to an uninterrupted break lasting at least 30 minutes after every five 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, 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 to be tied to your application. Please note that you are not allowed to "start" the
their behalf. You will be issued a permit electronically within a day of complete the forms manually, but 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 Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massachusetts, or my How to Get a Work Permit in Massa
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 \$ 40.1-78 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 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, but can apply online at For the instruction sheet for the electronic employment certificate at their school, but can apply online at For the instruction sheet for the electronic employment certificate system, visit: There are three key documents required for an employment certificate system, visit: There are three key documents required for an employment certificate. They are: Permission to Employ - This form is filled out by the parent, guardian, or custodian. (Code of Virginia § 40.1-92(A)) Intent to Employ - This form is filled out by the parent, guardian, or custodian.
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 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 the of the minor by using a birth certificate, baptismal record, or other document. (Code of Virginia §§ 40.1-94). Minors under the 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 \ 40.1-104).
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 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 volunteer work. (Code of Virginia § 401.1-79.01) How old do you have to be to get a job? This depends on the type of job you want. Anyone, at any age, is allowed to (Code of Virginia § 40.1-79.01): work at home for their parents' farm,
 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;
 ushers in theaters; brick, coal, or lumber yard; outdoor theater; cabaret, carnival, fair, floor show, pool hall, club, or roadhouse; or lifeguard at a beach (note: you can be a lifeguard at a swimming pool at 15, but not at a beach (note: you can be a lifeguard at a swimming pool at 15, but not at a beach, where conditions can be more hazardous). What types of work is someone under 18 not allowed to do? Virginia Child Labor
Laws (Code of Virginia Title 40.1) prohibit the employee's health. Those under 18 in any occupation determined to be hazardous or detrimental to an employee's health. Those under 18 years of age may not work in the following places or occupations, including (Code of Virginia § 40.1-100): in any occupation that exposes them to a recognized hazard
capable of causing serious physical harm or death, including mining, logging, manufacturing paints, colors, or white lead, brick tile or kindred products; establishments where consumption of alcoholic beverages is the main business with exceptions;
or as a driver or helper on a truck or commercial vehicle with more than two axles. At what age can someone be a lifeguard? At 15 you can be a lifeguard at a pool. You must be 16 or older to be a lifeguard at a beach. (Code of Virginia § 40.1-100 (B)(2)). An employment certificate is required and you must also meet Red Cross or similar certification
requirements. What hours are minors allowed to work? For those age 14 or 15, work hours depend on school schedule, day of the week, and occupation. School time With a paper route can start delivering at 4 AM Between the hours of 7 AM and 9
 PM With a paper route can start delivering at 4 AM 3 hours per day on a non-school day 8 hours per day on a non-school week 6 hours a week in a non-school week 6 hours a week in a non-school day 8 hours per day on a non-school day 8 hours per day 0 hours per day 0 hours per day 0 h
40.1-109) The person may not work during school hours unless enrolled in a school work-training program with a work training program
number of hours worked. They must, however, comply with the compulsory school attendance law and curfew ordinances that may apply and these will influence times they can lawfully work. (Code of Virginia § 40.1-115 and 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-115) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions to the limitation on hours for any teens include work in the following situations (Code of Virginia § 40.1-116) Exceptions (Co
79.01): non-manufacturing parent-owned businesses; parent-owned farms, or chards, or gardens; around parents' or someone else's home; page/clerk for the Virginia General Assembly; performing or acting; and activities for a volunteer rescue squad. What rules are there about working in a store or restaurant where alcohol is served? In a
 restaurant where mixed beverages are served, no employee working in the capacity of a server can be under the age of 18. No bartender can be under the age of 21. Staff such as busboys, cooks, and kitchen help can be of any age. (3 VAC 5-50-50) If an establishment serves only beer an individual who is 18 years or older may act in the capacity of a
 bartender. (3 VAC 5-50-50) In a store that sells alcohol to be consumed off premises (such as a grocery or convenience store), someone under 18 with a proper employment certificate can work as a clerk or cashier selling the product as long as this is not their primary function. (Code of Virginia § 40.1-100(A)(5) and 3 VAC 5-50-50)) Are there any
restrictions on driving by employees under 18 years of age? Yes. If you're under 18 you generally cannot be employed as a driver. (Code of Virginia § 40.1-100(A)(7)). However, those who are at least 17 years of age may drive automobiles or trucks on public roadways if: the automobile does not exceed 6,000 pounds gross vehicle weight; the vehicle is
equipped with seat belts; the employer requires the employer to use the seat belts; and the driving is done during daylight hours. Also, the young employee must have successfully completed a state-approved driver education for hire of
property, goods or passengers; urgent, time-sensitive deliveries such as food; or the transporting at any time of more than three passengers, including the employees of the emp
participate fully in all activities of a volunteer fire company, if they have obtained Level One firefighter certification and have their parents' or guardian's permission, and if there is a town, city, or county ordinance in place permitting persons 16 years of age and older to participate under these circumstances. For more information about the Level
One firefighter certification visit the Virginia § 40.1-103(A) makes it illegal for an employer to endanger the life or health of a child. This means that an employer cannot put you in a situation that can endanger your life, health
or morals, or cause you to be overworked, tortured, tort
 100.1 and 40.1-113) In addition to these civil penalties, criminal penalties are prescribed under a law on cruelty and injuries to children. Code of Virginia § 40.1-103 makes it "unlawful for any person employing or having the custody of any child willfully or negligently to cause or permit the life of such child to be endangered or the health of such children.
to be injured, or willfully or negligently to cause or permit such child to be overworked, tortured, tormented, mutilated, beaten, or cause or permit such child to be overworked, tortured, tortured, tormented, mutilated, beaten, or cause or permit such child to be overworked, tortured, tortured,
the appropriate local Commonwealth's Attorney. It is important to note that even when an employer is in compliance with Virginia law, the employers who are covered by federal law must insure that they are in compliance with federal as Well as Virginia law.
 Information about federal laws and rules on is available from the Wage and Hour Division of the United States Department of Labor, Employment Certificate (Work Permit) Automated, employment certificate process in accordance with the General
 Assembly changes to §40.1-92 of the Code of Virginia effective July 1, 2013. Children and their parents no longer need to apply for an employment of children and teenagers under the age of 18. These laws aim to protect the health and safety of
 young workers, prevent exploitation, and ensure that work does not interfere with their education. The Code of Virginia §§ 40.1-78 to 40.1-116 outlines the child labor laws, and additional regulations can be found in Title 16 of the Virginia Administrative Code. Key Takeaways: Virginia has specific employment laws for children and teenagers under
 the age of 18. These laws aim to protect the health, safety, and education of young workers. The Code of Virginia and the Virginia and to work are required to have an employment certificate or work permit. The process of
obtaining an employment certificate is overseen by the Virginia Department of Labor and Industry. To begin the process, the parent or guardian consents to their child's employment. The employer is then required to complete the "Intent to
 Employ" form, which confirms their intention to hire the minor. The employer must also provide proof of the minor meets the age requirements for employment. It is important to note that minors under the age of 16 must obtain an employment certificate
before their first day of employment. This certificate serves as proof that the minor is eligible to work and helps to ensure compliance with Virginia Department of Labor and Industry has implemented an automated process for obtaining an employment certificate, making it convenient and efficient for both
parents/guardians and employers. This process streamlines the application and approval process, allowing minors to start their employment without unnecessary delays. Step-by-Step Guide to Obtaining an Employer fills out the "Intent to Employ" form Employer fills out the "Permission to Employer fills out the "Intent to Employ" form Employers.
 provides proof of the minor's age Submit the completed forms and documentation to the Virginia Department of Labor and Industry Wait for the employment certificate, minors can ensure that they are in compliance with Virginia's child labor laws and can embark on a safe
and rewarding work experience. Exemptions from Employment Certificate While an employment certificate or work permit. Here are some exemptions allow young workers to start working without the need for an employment certificate or work permit. Here are some exemptions allow young workers to start working without the need for minors in Virginia, there are certain jobs that exempt to start working without the need for minors in Virginia, there are some exemptions allow young workers to start working without the need for minors in Virginia, there are some exemptions allow young workers to start working without the need for minors in Virginia, there are certain jobs that exempt them from this required for minors in Virginia, there are some exemptions allow young workers to start working without the need for minors in Virginia, there are some exempt to start working without the need for minors in Virginia, there are some exempt to start working without the need for minors in Virginia, there are some exempt to start working without the need for minors in Virginia, there are some exempt to start working without the need for minors in Virginia, there are some exempt to start working without the need for minors in Virginia, there are some exempt to start working without the need for minors in Virginia, the ne
jobs that do not require an employment certificate for minors: Working for their parents or in someone else's home Working on a farm or garden Performing or acting with theatrical permits 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 their parents or in someone else's home work or in someone else work or in someone else's home work or in some wo
 in various settings without going through the process of obtaining an employment certificate. However, it's important to note that even though these jobs are exempt, specific requirements and restrictions may still apply to ensure the safety and well-being of young workers. For example, while working for their parents may not require an employment
certificate, there may still be limitations on the types of tasks and hours they can work. It is essential for both employers and young workers to be aware of any applicable regulations and guidelines to ensure a safe and lawful work environment. For a comprehensive understanding of all the jobs exempt from the employment certificate requirement,
refer to the Code of Virginia and relevant labor and industry regulations. Minimum Age and Job Restrictions In Virginia, the minimum age to work varies depending on the type of job. Certain tasks can be performed by children of any age, such as helping their parents with domestic chores or working on their parents' farms, gardens, or orchards.
However, as children grow older, they become eligible for more diverse job opportunities. At the age of 12, children can begin taking on small jobs such as delivering newspapers or working as referees at sporting events, gaining valuable experiences and responsibilities at a young age. Once children reach the age of 14 and 15, they can access a
broader range of employment opportunities. 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. These positions provide an excellent platform for teenagers to develop skills and gain practical work experience. As minors reach the
ages of 16 and 17, they are not required to obtain an employment certificate and, therefore, have fewer job restrictions. This allows them to explore a wider range of employment options and take on more responsibilities in the workforce. It is important to note that while there are job restrictions based on age, these laws aim to protect the well-being
restrictions aim to ensure that young workers are not exposed to dangerous or detrimental work environments. Violations of these regulations and prohibited employment for minors in Virginia include: Working in manufacturing or mechanical establishments Engaging in
construction trades Working in commercial canneries Driving certain vehicles Working in dance studios Working in dance studios Working in laboratories Working in dance studios Working wor
 workers is of utmost importance. By prohibiting hazardous occupations and limiting the types of employment available to minors, Virginia Prohibited Employment Description Working in manufacturing or mechanical establishments This
includes factories or shops involving heavy machinery and power tools. Engaging in 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 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 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 These changes in the minimum wage aim to improve workers' financial well-being and keep
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, 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 principal minimum wage for all workers in Virginia is determined solely by state law. The absence of municipal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operating under the "Dillon Rule." This legal principal minimum wage for all workers in Virginia can be attributed to the state operation of the
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, 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 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 are required to obtain an employment certificate or work permit before starting work.
involves filling out forms such as "Permission to Employ" (filled out by the parent or quardian) and "Intent to Employ" (filled out by 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 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 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 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 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 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 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 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 employer must also provide proof of the minor's age. Yes, there are certain jobs in Virginia that do not require minor and the proof of the minor's age. Yes, there are certain jobs in Virginia that do not require minor and the proof of the minor's age. Yes, there are certain jobs in Virginia that do not require minor and the proof of the minor and the pro
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 or work on their parents or working as a referee at sporting events. At 12 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 certain occupations and work that is considered hazardous or detrimental. Examples of prohibited employment
include working in manufacturing or mechanical establishments, construction trades, 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, there will gradually increase, reaching $15 per hour by 2026. Starting May 1, 2021, a training wage will also be introduced,
allowing employers to pay 75% of the minimum wage for the first 90 days of a worker's employment during on-the-job training programs. Currently, no cities in Virginia have their own minimum wage rates. Although there is no specific preemption law regarding minimum wage, the state operates under the "Dillon Rule," which limits local
governments' authority. As a result, Virginia has not granted municipalities the power to set their own minimum wage rates. Employers can ensure compliance with Virginia's child labor laws by understanding the requirements and restrictions related to the employment of minors. This includes obtaining an employment certificate for minors aged 14
and 15, adhering to job restrictions based on age, following minimum wage regulations, and avoiding hazardous occupations and prohibited employment. Employers should familiarize themselves with the specific laws outlined in the Code of Virginia and ensure full compliance with all relevant regulations. Virginia Safety & Health Codes Board
Established by the Virginia General Assembly in 1962, the Safety codes Commission had the power to promulgate rules and regulations governing safety operations. The Safety and Health Codes Board shall study and investigate all phases of
safety and health in business establishments; serve as advisor to the Commissioner; adopt, amend, and regulations to further the safety and health of employment. The Board, with the advice of the Commissioner, is
authorized to adopt, alter, amend, or repeal rules and regulations to further, protect and promote the safety and Health Act of 1970 (P.L. 91-596). The Board shall consist of fourteen members, twelve of whom
shall be appointed by the Governor. One member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation, be chosen to represent labor in the manufacturing industry; one member shall, by reason of previous vocation, employment or affiliation in the manufacturing industry; one member shall be approximated by the chosen to represent labor in the manufacturing industry; one member shall be approximated by the chosen to represent labor in the chosen to represent labor in the manufacturing industry; one member shall be approximated by the chosen to represent labor in the chosen to represent labor in the manufacturing industry; one member shall be approximated by the chosen to represent labor in the chosen to
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meetings, meeting notices, agendas, and minutes The Board is required to meet at least twice annually. Other meetings may be held upon call of the Board shall constitute a quorum. Board meeting notices can be found on the Commonwealth Calendar. Please select a date range for
your search and enter "Safety and Health Codes Board" in the "Sponsor" field. Meeting notices, agendas, and minutes for all meetings of the Board since 1999 can also be found on the Virginia Regulatory Coordinator,
at Cristin.Bernhardt@doli.virginia.gov or (804) 786-2392. Getting a work permit in Virginia is much easier than most teens think, but the entire process can be pretty confusing if you've never done it before. Because of this, we've created this page which outlines everything you need to know about getting a work permit in Virginia. If you're under the
age of 16, a work permit is required to work permit is required to work part-time at any company, so follow what we've outlined here and you can get a job in no time. Minimum Working Age in Virginia may be thankful for the easy process to become employed in the state. In Virginia,
minors that are interested in obtaining employment are able to do so at the age of 14. For all minors aged 14 and 15, a work permit is required prior to their starting employment. Click here for more information on teen labor laws in Virginia. Applying For a Work Permit in Virginia While minors can begin working in Virginia at the age of 14, all minors
aged 14 and 15 must have a work permit (also called a Youth Employment Certificate) prior to starting work. The process to obtain the work permit is straightforward. Minors who are seeking to work in Virginia should take the following steps to obtain the work permit: A minor aged 14 and 15 who is interested in employment should first look for a
job. Once they find an employer who is interested in hiring them, they will begin the process for a work permit. The first is electronic: The minor, their parent or guardian and the employer section,
as it reviews the records that are required to be maintained. Once all three sections are completed, the certificate is usually issued within 24 hours. There is also a manual option. There are two different documents that must be completed: the Permission for Employment form and an Employer Intent to Employ form. Both forms can be accessed
here. The Permission for Employment form is completed by the parent or guardian of the minor. Once completed, the form must be notarized. The employer with evidence of age, which could be a birth certificate, baptismal record that shows the date of birth and place of
baptism of the minor, a passport or a DMV ID card. The employer must keep a copy of the evidence of age and certify to the Labor and Employment Law Division for processing, which takes seven to ten days. The Youth
Employment Certificate will be sent directly to the employer. The minor cannot begin work until the employer has received the certificate is employer and job specific. Should a minor under the age of 16 seek a new employment opportunity, they must obtain a new
work permit. Employer Responsibility With Work Permits in Virginia While minors as young as age 14 are able to work in the state of Virginia, youth under the age of 16 must obtain a work permit, also known in Virginia as a Youth Employment Certificate, prior to doing so. The employer should not allow a minor to begin employment without having
received this document. In regards to work permits, employers in Virginia have the following responsibilities: The employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the required form online or complete the Intent to Employer must either submit the 
employed. The employer should keep a copy on file of the evidence of age document that the minor presented. The employer should keep the Youth Employer sho
are looking to hire teenagers under the age of 18 will not find it difficult to do so. The process that the employer needs to follow is straightforward and the employer is required to follow child labor laws and must have a Youth Employment Certificate on file prior to allowing the
minor to begin work.
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