



## Child Labor Law Hazardous Occupation STUDENT LEARNER EXEMPTION AGREEMENT



The purpose of this application is to obtain a waiver from the provisions of the *Georgia Child Labor Law and Federal Wage & Hour Law*, allowing 16 and 17 year-old students, enrolled in certified summer internship programs in the state, to be employed in hazardous occupations as outlined below. In accordance with Federal Wage and Hour Law the undersigned attest to the following:

- 1) The student learner is enrolled in a youth vocational training program under a recognized state or local educational authority.
- 2) The work of the student learner in the occupation declared particularly hazardous is incidental to the training received.
- 3) That the work performed shall be intermittent and for short periods of time and under the direct and close supervision of a qualified and experienced person.
- 4) That safety instruction shall be given by the school and correlated by the employer with on-the-job training.
- 5) That the student has a schedule of organized and progressive work processes to perform on the job.

---

### HAZARDOUS OCCUPATION(S) FOR WHICH THE EXEMPTION APPLIES:

***(ALL BOXES ARE CHECKED WITH THE UNDERSTANDING THAT YOUR STUDENT MIGHT BE INVOLVED ANY AND ALL AREAS)***

- Work using power-driven woodworking machines, including the use of saws on construction sites.
- Work using power-driven metal forming, punching, and shearing machines
- Work involving the use of circular saws, band saws, and guillotine shears.
- All work in roofing operations.
- All work in excavating operations, including work in a trench as a plumber.
- On scaffolding, roof, superstructure, residential or nonresidential building construction, or ladder above 6 feet.
- In the operation of power-driven paper products and printing machines.
- Excavation operations.
- Working on electric apparatus or wiring.
- Operating or assisting to operate, including starting, stopping, connecting or disconnecting, feeding, or any other activity involving physical contact associated with operating, tractors over 20 PTO horsepower, any trencher or earthmoving equipment, fork lift, or any harvesting, planting, or plowing machinery, or any moving machinery.



## INTERNSHIP PROGRAM ON-THE-JOB TRAINING PLAN



This OJT TRAINING PLAN assures exposure with all the competencies and work procedures identified as essential for the program.

### AGREEMENT

We agree that the intended outcomes and student performance standards or job tasks identified herein are comprehensive of job skills related to the OJT experience and that appropriate OJT instruction will be approved.

### EMPLOYER'S RESPONSIBILITIES IN SCHOOL-TO-WORK

The employer agrees to place the trainee in the work specified on the *School-to-work Internship Training Agreement* for the purpose of providing occupational experience of instructional value. The work activity will be under the supervision of a qualified supervisor. The work will be performed under safe and hazard free conditions. The trainee will receive the same consideration given employees with regard to safety, health, social security, general work conditions and other policies and procedures of the firm. The employer will adhere to all State and Federal Regulations regarding employment, child labor laws and minimum wages, and will not discriminate in employment policies, educational programs or activities for reasons of race, sex, color, religion, national origin, marital status, age or disability.

### INSTRUCTOR'S RESPONSIBILITIES IN SCHOOL-TO-WORK

The teacher/coordinator agrees to visit each trainee at the training station and will continue a close working relationship with the person to whom the trainee is responsible while on the job. The teacher/coordinator shall attempt to resolve any complaints through the cooperative efforts of all parties concerned. The local education office will keep each trainee's Training Agreement on file for three (3) years.

### PARENT'S/GUARDIAN RESPONSIBILITIES IN SCHOOL-TO-WORK

Parent and/or guardian agree for the student to participate in Internship as provided by the public school. Parent/ guardian agree student/trainee may participate in drug screening. **They also agree that the student will be allowed to travel/drive the necessary distance to and from the job site as needed to participate in the summer internship.**

### STUDENT'S RESPONSIBILITIES IN SCHOOL-TO-WORK

The student/trainee agrees to follow rules and guidelines established by the school, employer and coordinator with regard to hours of work, school attendance, reporting procedures, drug screens and/or other work related issues.



## STUDENT/PARENT INTERNSHIP TRAINING AGREEMENT



**PARTICIPATING HIGH SCHOOL INTERNSHIP AGREEMENT:** Between Parent, Student, Contractor/Employer and High School

**PROGRAM PURPOSE:** To provide students with the academic and construction trade skills necessary to successfully complete an apprenticeship trade of their choosing.

### PARENT AGREEMENT

I, the parent/guardian, agree that this Internship Program in the Construction Trades is in the best interest of my son/daughter to pursue. Furthermore, I have read the enclosed goals and agree with their intent.

- Goals:**
1. Trainee applies proficiency in safely using hand and power tools and personal protection equipment. Trainee must adhere to all job site safety standards.
  2. Trainee practices accepted employability skills.
  3. Trainee is familiar with the selection, handling, storage and proper use of materials related to the trade.
  4. Trainee will exhibit the ability to function on a job site coordinating with other trade or craftsmen.
  5. Trainee will exhibit the ability to function as an employee and complete assignments as directed in a timely and effective manner.

I understand that all questions and contacts pertaining to the program between the school and myself or between the contractor/employer and myself; are to be made through the occupational instructor and/or cooperative education coordinator. I further understand that my son/daughter must successfully complete at least **160** hours of work to earn (1/2) work-based learning credit. I further accept and make allowance for my son/daughter to provide **transportation for themselves to and from the designated job-site daily** as needed to participate in the internship work schedule. I also agree to allow my son/daughter to enter freely into an agreement with participating companies for **drug screening upon hire and periodic testing during the internship process. Failure of drug screen will immediately terminate trainee's internship position and prevent qualification to future internships.** I understand that the **Program Requirements & Qualifications** referred to herein are hereby incorporated in and made a part of this agreement.

### STUDENT AGREEMENT

I agree that the pursuit of the above Internship Program goals meets my interests now and for the foreseeable future. I agree to cooperate with my schools, occupational instructor, cooperative education coordinator, contractor/employer and parent/guardian in fulfilling my responsibilities to meet these Internship Program goals and qualifications and perform satisfactorily all tasks assigned. I understand and accept the conditions stated in my PARENTS AGREEMENT above. I understand that my performance in the internship program, classroom, laboratory and on-the-job are all a part of the evaluation process for grading and continuance or termination from this program.



# SCHOOL-TO-WORK INTERNSHIP TRAINING AGREEMENT



Student Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Street: \_\_\_\_\_ DOB: \_\_\_\_\_ AGE: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

SSN: \_\_\_\_\_ School Name: \_\_\_\_\_ County: \_\_\_\_\_

Class/Training Program: \_\_\_\_\_ Graduation Year: \_\_\_\_\_

## INTERNSHIP INFORMATION

Specific Trade Area \_\_\_\_\_

Name of Contractor \_\_\_\_\_

Name of Mentor/Supervisor \_\_\_\_\_

Student's Job Title \_\_\_\_\_

Employer Telephone: \_\_\_\_\_

Days Per Week: \_\_\_\_\_ Hours Per Day: \_\_\_\_\_ Hours: \_\_\_\_\_ AM \_\_\_\_\_ PM  
(Start) (End)

We, the undersigned, acknowledge that we have read and agree to the conditions and requirements of the Student Learner Exemption Agreement, On the Job Training Plan, and Student/Parent Internship Training Agreement. We further understand that CEFGA may take photos of the interns at work and grant permission for the photos to be used for publicity purposes. We agree that CEFGA may track the interns' success upon leaving the program.

\_\_\_\_\_  
Student's Name (type or print)

\_\_\_\_\_  
Student's Signature

\_\_\_\_\_  
Parent's or Guardian's Name (type or print)

\_\_\_\_\_  
Parent's or Guardian's Signature

\_\_\_\_\_  
Instructor's Name (type or print)

\_\_\_\_\_  
Instructor's Signature

\_\_\_\_\_  
Principal's Name (type or print)

\_\_\_\_\_  
Principal's Signature

\_\_\_\_\_  
Employer's Name (type or print)

\_\_\_\_\_  
Employer's Signature