

Exemptions for Running Start Students

Hours of Work Exemptions

Teens who are 16-17 years old can work non-school week hours if they:

- Are married.
- Are a parent.
- Are enrolled and taking college courses (e.g. Running Start).
- Have a high school diploma or equivalency (GED).

Employers should request documentation as proof (e.g., marriage license, college enrollment, etc.) if a minor works under any of these exemptions. Minors working under these exemptions are still subject to all other teen labor laws (see prohibited duties; wages, breaks & meal periods)

Emancipated Minors

Teens 16-17 years old who are emancipated by court order do not have hours of work limitations. They do not need to have a parent/school authorization form. Employers must still obtain a minor work permit and may not work emancipated minors in any prohibited occupation. (RCW 13.64.060 (g)). Employers should request documentation as proof of emancipation – typically a court order, driver’s license, or state-issued ID that indicates emancipated status.