

Louisiana

Louisiana Amends Law Regarding Employment Certificates for Minors

Louisiana recently [amended](#) its law regarding employment certificates for minors. The amended law is effective as of May 11, 2026.

Background

Louisiana generally requires employers to procure and keep on file an employment certificate for every minor under the age of 18. Previously, these certificates were issued by certain school officials upon application by a minor, who had to submit written permission from their parent or legal guardian and certain statements from the employer, as well as proof of age.

Amended Law

Under the amended law, minors must submit an employment certificate form (and proof of age) **directly to an employer** for approval. School officials are **no longer authorized** to issue employment certificates. In addition, employers are no longer required to sign a statement of their intention to employ a minor and stating the specific nature of the occupation in which the minor will be employed, the number of hours per day and per week they will work, and the amount of wages they will receive.

Employment Certificate Form

The state of Louisiana will provide the employment certificate form on its website or at local field offices. The employment certificate form will, at a minimum, include the following:

- A signature line for the minor seeking employment;
- A line on which the minor can indicate the date they sign the certificate;
- A statement attesting that the minor's parent or legal guardian consents to and authorizes the minor to be employed, and a signature line for the parent or legal guardian affirming such consent and authorization;
- A line on which the parent or legal guardian can indicate the date they sign the certificate;
- A statement explaining the submission of proofs of age as required by state law, followed by boxes to select what proofs of age the minor intends to submit to the employer; and
- A line for the minor to provide the name of the prospective employer.

Highlights

Louisiana recently amended its law regarding employment certificates for minors. Among other things, the amended law provides that:

- Minors must submit an employment certificate form directly to an employer for approval; and
- School officials are no longer authorized to issue employment certificates.

The amended law is effective as of May 11, 2026.

The state of Louisiana will implement a procedure to collect all employment certificate forms from any employer who employs a minor in the state. The state will also promulgate any rules necessary to enforce the law.

An employment certificate is valid only for the employer listed on the employment certificate form, and the employer must maintain it on file for a period of 14 days after the termination of the minor's employment.

Next Steps for Employers

Louisiana employers with minors should consider thoroughly reviewing the amended law to ensure they comply with all applicable provisions. Employers should also monitor for updates, as the state of Louisiana may promulgate additional rules to implement the law.
