



MASSACHUSETTS DEPARTMENT OF LABOR STANDARDS

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mass.gov/dols

Application for Waiver of Minimum Wage for Certain High School Student/Employees at Non-Profit Establishments M.G.L. c. 151 § 7; 454 C.M.R. 27.06(1)(c)

Pursuant to M.G.L. c. 151 § 7; 454 C.M.R. 27.06(1)(c), the Department of Labor Standards (DLS) may issue to any establishment, which has been granted non-profit status under the Internal Revenue Code, a license permitting payment of not less than 80% of the basic minimum wage rate (\$15.00 per hour x 80% = \$12.00) to minors attending secondary school who work part-time in hospital wards, school and college dining rooms and dormitories, provided a ratio of one minor to five adults working in these areas is maintained.

To apply for this annual waiver, the employer must submit this completed application form, along with a fee of one hundred dollars (\$100). DLS is processing all waivers electronically. You will need to submit payment of \$100.00 for the application. You can do this online at mass.gov/dls-online-payment. We accept the following card(s): Discover, MasterCard, Visa, as well as electronic funds transfer from checking or savings bank accounts. This fee is not refundable in the event that this application is denied.

After payment is made please submit the completed application form to: MinimumWage@mass.gov.

Your application form and fee should be submitted at least 30 days prior to the requested date of applicability.

If you have any questions regarding this application, please contact DLS at (617) 626-6975.

¹A waiver is not necessary for "work by persons being rehabilitated or trained under rehabilitation or training programs in charitable, educational, or religious institutions." See M.G.L. c. 151, §2.



**Application for Waiver of Minimum Wage for Certain
High School Student/Employees at Non-Profit Establishments
M.G.L. c. 151 § 7; 454 C.M.R. 27.06(1)(c)**

Please provide the following information:

1. Name of non-profit establishment: _____

2. Nature of business: _____

3. Telephone number: _____

4. Business address: _____

5. Name of contact person and title: _____

6. Provide the number of students to be employed at sub-minimum wage: _____

For each student/employee, attach a copy of the permit or certificate from the student's superintendent of schools (required for any employer hiring minors).

7. Provide the name, address, and description of the location(s) where the student(s) will work:

8. Provide the ratio of minors to adults working at the location(s): _____

9. Provide the proposed hourly wage to be paid to student employee(s): _____

10. Provide the proposed hours of work: _____

11. Attach verification of non-profit status from the Internal Revenue Service: (e.g., a copy of the tax-exempt status letter from the IRS).

12. a. Is this the institution's first application? Yes No

b. If this is not the first application, when was the last application made? _____

c. If a previous application was approved, when was the waiver in effect? _____

Please note: If the waiver application is approved, the Department of Labor Standards may attach conditions to the granting of the waiver if deemed necessary.

Signature of Applicant: _____ Name of Applicant: _____

Title: _____ Date: _____

Office Use Only

CMS # _____ Check # _____ Date Received: _____

Granted / Denied Date: _____ New Application/ Renewal: