
SUBJECT: STUDENT/HOURLY-WAGE PERSONNEL

1.0 POLICY

Snow College employs hourly-wage personnel in the following priority:

- 1.1. Snow College enrolled students.
- 1.2. High school students.
- 1.3. Others who apply as long as they meet minimum age requirements. Student employees must conform to the minimum age under the Fair Labor Standards Act and the Utah labor Laws. A 14-year minimum age applies to employment in any non-agricultural occupation not declared hazardous and as long as the employment does not interfere with their schooling or their health or well-being. Hazardous occupations are subject to an 18-minimum age.
- 1.4. Minors 14- to 16-years of age are restricted on the number of hours they may be employed, as well as the time of day they may be employed. Supervisors should consult the Human Resource Office for specific information.
- 1.5. All employees under the age of 19 will be required to provide proof of age. The following documents will be accepted as proof of birth:
 - A birth certificate;
 - An attested transcript of birth;
 - A signed statement issued by the registrar of vital statistics for births in the area;
 - A baptism record;
 - A family bible record;
 - A passport;
 - A certificate of arrival in the United States; or,
 - Certain school records accompanied by a physician's certificate.