

## Hiring Restrictions for Students Under the Age of 18

### Employment of Minors (Ages 14-17) Under the Following Conditions

**14- and 15-Years of Age:** When school is in session, 14- and 15-year-olds can work three hours per day and eight hours per day on non-school days. A maximum of 18 hours per week is allowed from 7 am to 7 pm. Working during school hours is prohibited. When school is not in session, 14- and 15-year-olds can work eight hours per day from 7 am to 9 pm. A maximum of 40 hours per week is allowed only from June 1 through Labor Day.

**16- and 17-Years of Age:** 16- and 17-year-olds can work any hours with a maximum of 44 hours per week, and are eligible for parking services related work.

#### Authorized Oregon State University Duties

*Ages 14-17:* Pick/prune fruit; prep seeds; rogue weeds, collect/clean grain samples; farm work; feed cattle; lab aide; camp counselor; library clerk; lifeguard/instructor; general office; errands; cashier; issue athletic equipment/supplies; dishwasher; window washing; grounds keeping; and janitorial. *Operating tractor/farm machinery without safety training and close supervision is prohibited.*

*Ages 16-17:* Farm/landscape machinery; use of steam cleaners, ovens (pizza, bakery, and convection), pressure washers, air compressors, and motor vehicles.

#### Operation of Motor Vehicles by Minor Employees in Non-Agricultural Employment

No employee under 17 years of age employed in non-agricultural employment may be employed to drive on public roadways as part of his or her job. Seventeen-year-olds employed in non-agricultural employment may drive on public roadways as part of their employment, but only if the following requirements are met:

- Driving is limited to daylight hours.
- Driver holds a state license valid for the type of driving involved in the job performed, and has no record of moving violations at the time of hire.
- Vehicle is equipped with seat belts for the driver and all passengers, and must be worn at all times during vehicle use.
- Vehicle does not exceed 6,000 pounds gross vehicle weight.
- Driving does not involve: towing vehicles; route deliveries or route sales; transportation for hire of property, goods, or passengers; urgent, time-sensitive deliveries; transporting more than three passengers, including employees of the employer; driving beyond 30 mile radius from the place of employment; more than two trips away from the primary place of employment in any one day to deliver the employer's goods to a customer (other than urgent, time-sensitive deliveries which are prohibited) to transport passengers, other than employees of the employer; minor may spend no more than 1/3 of the work time in any workday and no more than 20% of the work time in any workweek driving.

Contact Employment Services in the Office of Human Resources for further guidance related to the operation of motor vehicles by minors in agricultural employment.

#### Breaks and Meals

Allow for 15-minute breaks during each four-hour block of work time. Meal periods of at least 30 minutes must be provided no later than five hours and one minute after the minor reports to work. Minors 14- and 15-years of age must be fully relieved of work duties during this time. Minors who are 16- and 17-years of age may work during a meal period, but must be paid for their time. This is permitted ONLY if the nature of the work prevents the minor from being relieved from all duty.

For additional information regarding breaks and lunch: <http://oregon.gov/BOLI/WHD/CLU/index.shtml>