



**BUREAU OF LABOR AND INDUSTRIES
CHILD LABOR UNIT, #1045
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GUIDELINES FOR THE EMPLOYMENT OF MINORS UNDER 14

1. The hours minors under 14 years of age may work during the term when schools are in session are limited to no more than two (2) hours after school hours, no more than six (6) hours on Saturdays and Sundays, no more than 18 hours per week, and no more than five (5) days in one week. (OAR 839-021-0246(4)(a))
2. During any vacation period extending over a period of two weeks or longer, minors under 14 years of age may not be employed more than eight (8) hours in any one day, no more than 40 hours in one week, and no more than five (5) days in one week. (OAR 839-21-246(4)(b))
3. Minors under 14 years of age may not be employed in any enterprise subject to the Federal Fair Labor Standards Act, in any establishment where alcoholic beverages are dispensed or served, in any theater or amusement park, in any work that involves the minor in canvassing door to door, or in any establishment catering to adults only. (OAR 839-021-0246(4)(c)) Parents may employ their children under 16 years of age in occupations other than manufacturing or mining, or occupations declared hazardous by the Secretary of Labor.
4. Minors under 14 years of age may not be employed before the hour of 8:00 AM or after the hour of 6:00 PM, unless they are employed by their parent(s) under a special permit issued by the Wage and Hour Commission, in which case they may be employed to work as late as 9:00 PM. (OAR 839-021-0246(4)(d))

REST PERIODS

Every employer is required to provide each minor employee a 15-minute rest period for each four-hour work period or major part thereof. As far as practical, the rest period should be in the middle of each work period. No wage deduction may be made for such rest periods. (OAR 839-021-0072(2))

MEAL PERIODS

Minors are required to be provided at least a 30-minute period in which to eat after the first five (5) hours and one minute of reporting to work. (OAR 839-021-0072(1)(a))

WAGES

Minor employees must be paid no less than the minimum wage of \$8.40 per hour.