

**BUREAU OF LABOR AND INDUSTRIES  
Wage and Hour Division**

**Oregon Administrative Rules  
Chapter 839, Division 021  
2017 Edition**

**Rules Regulating the Employment of Minors in Oregon**

**Employment of Minors in the  
Entertainment Industry**

**839-021-0300**

**Definitions**

As used in OAR 839-021-0300 to 839-021-0380 unless the context requires otherwise:

- (1) "Employment of Minors in the Entertainment Industry" shall include engagements as an entertainer or performer in motion pictures, television, radio, still photography, recording, modeling, theatrical appearances, rodeos, musical performances and any other activity wherein minors perform to entertain the public. Such employment shall not include appearances in school activities, church pageants or other appearances where minors are not employed as an entertainer or performer. (Performances arising as a result of lessons or classes, for example, are not normally considered to be employment.)
- (2) "Long Term Employment" means employment lasting or contemplated to last more than five working days.
- (3) "Short Term Employment" means employment lasting or contemplated to last five working days or less.

Stat. Auth.: ORS 653  
Stats. Implemented: ORS 653.305  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88

**839-021-0305**

**Application of Rules**

OAR 839-021-0001 to 839-021-0285 shall apply to the employment of minors in the entertainment industry. However, when there is a conflict between OAR 839-021-0001 to 839-021-0285 and 839-021-0300 to 839-021-0380, the latter shall apply.

Stat. Auth.: ORS 653  
Stats. Implemented: ORS 653.305  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88

**Employment Certificates**

**839-021-0310**

**Employment Certificates**

- (1) When minors are employed in the entertainment industry in long term employment, employers must obtain employment certificates in accordance with OAR 839-021-0220 to 839-021-0248.
- (2) When minors are employed in the entertainment industry in short term employment, employers may obtain a special permit pursuant to OAR 839-021-0255 or an Employment Certificate in accordance with OAR 839-021-0220 to 839-021-0248.
- (3) A registered employer (see OAR 839-021-0320) is not required to obtain a special permit for minors employed in short term employment when all of the following conditions are met:

Note: These rules reflect all changes, adoptions and amendments in effect January 1, 2018, and replace all rules printed in Chapter 839, Division 019 prior to this date.

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- (a) The employment is in connection with the production of commercial advertising in any media including, but not limited to, radio, television, newspaper or magazines; or
- (b) The employment is in connection with films or other entertainment productions which are produced for education, training, or institutional purposes or documentaries; and
- (c) The employment does not exceed the hours specified in OAR 839-021-0335; and
- (d) The duties to be performed are not prohibited by any law or rule; and
- (e) The permission of a parent has been obtained.

Stat. Auth.: ORS 653.305 & ORS 653.525  
Stats. Implemented: ORS 653.307  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88; BL 3-1995, f. 9-8-95, cert. ef. 9-9-95; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02

**839-021-0315**

**Special Hours Variance for Entertainment Employers**

Employers, including registered employers, must apply for a special hours variance when the contemplated employment will exceed the maximum hours prescribed in OAR 839-021-0335. Employers must address a letter application to the Child Labor Unit of the Wage and Hour Division, Bureau of Labor and Industries, 800 NE Oregon St., Suite 1045, Portland, OR 97232-2180 setting out the full and complete circumstances of the proposed employment and the reasons why a special hours variance is being requested.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013), ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88; BL 3-1995, f. 9-8-95, cert. ef. 9-9-95; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

**Employer Registration Certificate**

**839-021-0320**

**Registered Employers**

- (1) In circumstances involving the employment of minors in short term employment, employers may satisfy the requirements of OAR 839-021-0310 by obtaining a registration certificate.
- (2) Employers may apply for a registration certificate at any time and may apply to renew their registration by July 1 of each year. The registration will be effective through the following June 30.
- (3) To register, an employer may obtain an application form from any office of the Bureau. Upon completion, the application must be filed with the Child Labor Unit of the Wage and Hour Division, 800 NE Oregon St., Ste 1045, Portland OR 97232. The application form will be prescribed by the Bureau and will include, but not be limited to, space for:
  - (a) The employer's name, permanent address, and telephone number; and
  - (b) The Oregon address and telephone number if different from permanent address and telephone number; and
  - (c) A contact person's name, address and telephone number; and
  - (d) A brief history of company; and
  - (e) A description of the kinds of events, activities, or productions contemplated which may involve the employment of minors in short term employment; and
  - (f) An estimate of the ages and number of minors that may be employed in short term employment; and
  - (g) A brief description of the types of work expected of such minors; and

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(h) A statement that the employer agrees to comply with the provisions of ORS 653.010 to 653.545, OAR 839-021-0001 to 839-021-0500 and any terms and conditions specified by the Bureau;

(i) Name and address of workers' compensation insurer and policy or binder number;

(j) Other information as will assure the Bureau that employment of minors by the employer will be in compliance with any law or rule concerning the employment of minors; and

(k) The signature of the applicant.

(4) No less than 24 hours prior to the employment of minors for a short duration, the registered employer must notify the Child Labor Unit of the Wage and Hour Division, which is located at 800 NE Oregon St., Ste 1045, Portland OR 97232. (Telephone Number 971-673-0836.) The notification may be accomplished by letter, in person or by telephone and must include:

(a) Approximate number of minors to be employed;

(b) Approximate ages of minors to be employed;

(c) Description of the duties to be performed by the minors;

(d) Approximate hours the minors will work;

(e) Dates the minors are to be employed;

(f) The physical location where the work is to be performed.

(5) In the case of a renewal application, the employer must submit with the application, a report of minors employed during the previous year. The report must include, but not be limited to, the following information:

(a) The number of minors employed in short term employment pursuant to OAR 839-021-0310(3);

(b) Whether any worker's compensation insurance claims were filed by or for any minors while employed by the employer and the number of such claims;

(c) Other information as may be deemed necessary by the Bureau.

(6) The Bureau will conduct an investigation of the facts and circumstances set out in the application for the registration certificate and may issue a certificate to the employer provided the provisions of OAR 839-021-0001 to 839-021-0500 have been met.

(a) The Bureau may set such terms and conditions upon the issuance of the certificate as the Bureau deems necessary or appropriate.

(b) The Bureau may refuse to issue or renew a certificate when it appears to the Bureau that the provisions of OAR 839-021-0001 to 839-021-0500 are not met or when the employer has violated any law or rule pertaining to the employment of minors.

(7) If the facts and circumstances or conditions under which the certificate is issued change, the employer must notify the Bureau of the change. The Bureau may modify the terms and conditions of the certificate, if any.

(8) The Bureau may require the removal of minors from the employment of a registered employer when it appears to the Bureau that the employer has failed to comply with any law or rule pertaining to the employment of minors.

(9) Prior to the removal of minors as indicated in section (8) of this rule, the Bureau will consider the following factors:

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(a) The past history of the employer in taking all necessary measures to prevent or correct violations of statutes and rules; and

(b) Past violations, if any, of statutes and rules; and

(c) The magnitude and seriousness of the violation; and

(d) Any other mitigating circumstances.

(10) When a registered employer is required by the Bureau to remove the minor employees from employment, the employer may request a hearing in accordance with OAR 839-022-0000 to 839-022-0060.

(11) The Bureau may revoke the registration certificate when it determines that the employer failed to comply with any rule of the commission or law covering the employment of minors. The employer must be accorded the opportunity of a hearing in accordance with OAR 839-022-0000 to 839-022-0060.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88; BLI 4-1998, f. & cert. ef. 3-5-98; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

### **Education**

#### **839-021-0325**

##### **School Release/Instruction/Waiver**

(1) The employer must obtain a release from the Superintendent, or designee, of the school district in which the minor's school is located, when the employment requires the minor's absence from school for more than five days.

(2) The employer must provide minors under 16 years of age with no less than three hours of instruction per day, excluding Saturday and Sunday. The instruction must be provided by a teacher certified to teach in Oregon or, when the minors travel to Oregon from another

state, certified to teach such minors in the state where the minors normally attend school. The instruction must be provided under the following circumstances:

(a) When the school the minor is attending is in session; and

(b) When the employment requires the minor's absence from school for more than five days.

(3) The employer is responsible for ensuring that adequate instruction is provided to minors under 16 years of age. If adequate instruction is not available at the job site, the employer must provide the minors with relief from their duties for the purpose of attending a school. As used in this section, "adequate instruction" means educational instruction of no less than three hours per day which is provided by a teacher certified to teach as indicated in section (2) of this rule.

(4) The employer may apply to the Bureau for a special waiver from the provisions of sections (1) and (2) of this rule by submitting a letter application to the Bureau setting out the reasons for the waiver request. In the case of an emergency, the employer may make an application by telephone by calling the Child Labor Unit of the Wage and Hour Division at 971-673-0836 and setting out the reasons for the waiver request. The Bureau may temporarily grant or deny the application.

(5) As the Bureau does not have the authority to certify persons to teach minors, interested persons should contact the Oregon Teacher Standards and Practices Commission for information regarding the teaching certification requirements in Oregon.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-

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12-88; BLI 4-1998, f. & cert. ef. 3-5-98; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

**Supervision**

**839-021-0330**

**Supervision**

(1) The employer must provide appropriate care and supervision of each minor at all times during the minor's employment.

(2) The employer must provide a sufficient number of supervisors to ensure the safety of the minors employed. The following number of supervisors is considered to be sufficient to ensure the safety of the minors:

(a) At least one supervisor for nine or fewer minors employed;

(b) At least one supervisor for each multiple of ten, or part thereof, minors employed;

(c) The Bureau may require a greater or lesser number of supervisors as individual circumstances warrant.

(3) Example of the minimum number of supervisors required by section (2) of this rule:

(a) At least one, not more than nine minors employed — Numbers of supervisors required: One;

(b) At least ten, not more than 19 minors employed — Number of supervisors required: Two;

(c) At least 20, not more than 29 minors employed — Number of supervisors required: Three;

(d) At least 30, not more than 39 minors employed — Number of supervisors required: Four.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653

**Hours of Work**

**839-021-0335**

**Working Hours**

(1) No minor may be employed to work more than six consecutive days.

(2) For purposes of determining the number of consecutive days of work, the following days will be considered as work days:

(a) Days when the transportation of the minor is more than four hours duration;

(b) Days the minor attends school and does not work.

(3) Example of determining the number of days:

(a) Travel Days: Three hours on one day —  
School Days: Three — Work Days: Two —  
Total: Five;

(b) Travel Days: Five hours on one day —  
School Days: Two — Work Days: Three —  
Total: Six.

(4) The allowed time at the place of employment as used in this section includes transportation between the employer's studio (or location headquarters) and any location. This time also includes any makeup, hairdress, wardrobe and rehearsal time as required by the employer.

(5) When a school which the minor regularly attends is in session, the minor will be permitted at the place of employment according to the following schedule:

(a) Ages 14–17: 11 hours a day including rest and meal breaks and, when required, an average of three hours of instruction;

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(b) Ages 10–13: Ten hours a day including rest and meal breaks and, when required, an average of three hours of instruction;

(c) Ages 6–9: Nine hours a day including rest and meal breaks and, when required, an average of three hours of instruction;

(d) Ages 4–5: Seven hours a day, or eight hours a day if the minor is transported, including meal breaks and an average of three hours of rest, recreation, and instruction when required. Where the minor is enrolled in the first grade or above, an average of three hours of instruction must be provided when required.

(6) When the school in which the minor is enrolled is not in session, the minor will be permitted at the place of employment according to the following schedule:

(a) Ages 14–17: 11 hours a day including rest and meal breaks;

(b) Ages 10–13: Ten hours a day including three hours of rest, recreation, and meal breaks;

(c) Ages 6–9: Nine hours a day including three hours of rest, recreation, and meal breaks;

(d) Ages 4–5: Seven hours a day including three hours of rest, recreation, and meal breaks, or up to eight hours a day if the minor is transported;

(e) Ages 2–3: Six hours a day including three hours of rest, recreation, and meal breaks;

(f) Ages 1–2: Five hours a day including 2-1/2 hours of rest and recreation and meal breaks;

(g) Ages over six months– one: Four hours a day including two hours of rest and recreation and meal breaks;

(h) Ages 15 days–six months: Two hours a day, no more than 20 minutes of which will be spent as work time.

(7) The minor's working day must end according to the following schedule:

(a) Ages over six months–5: 6:30 p.m.;

(b) Ages 6–8: 7:30 p.m.;

(c) Ages 9–10: 9:00 p.m.;

(d) Ages 11–14: 9:30 p.m.;

(e) Ages 15–17: 10:00 p.m. on evenings preceding a day in which the minor will attend the school in which he or she is enrolled; 12:30 a.m. in all other circumstances.

(8) Infants over the age of 15 days and up to and including six months may only work between the hours of 9:00 a.m. and 4:30 p.m.

(9) Minors over the age of six months and under 14 years may not commence their working days prior to 7:00 a.m. Minors between the ages of 14 and 18 years may not commence their working day prior to 5:30 a.m.

(10) A minor must receive a 12 hour rest break at the end of the minor's working day and prior to the commencement of the minor's next day of work or attendance at regular school.

(11) The employer may apply to the Bureau for a special waiver from the provisions of sections (1) through (9) of this rule by submitting a letter application to the Bureau setting out the reasons for the waiver request. In the case of an emergency, the employer may make an application by telephone by calling the Child Labor Unit of the Wage and Hour Division at 971-673-0836 and setting out the reasons for the waiver request. The Bureau may temporarily grant or deny the application.

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Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f & cert. ef. 4-  
12-88; BL 3-1993(Temp), f. & cert. ef. 4-2-93; BL 13-1993,  
f. 10-29-93, cert. ef. 11-1-93; BLI 4-1998, f. & cert. ef. 3-5-  
98; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f.  
12-18-13, cert. ef. 1-1-14

### **Working Conditions**

#### **839-021-0340**

##### **Rest Periods**

Employers shall provide minors with rest periods as prescribed by OAR 839-021-0072(2).

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84 ; BLI 10-2013, f. 12-18-13,  
cert. ef. 1-1-14

#### **839-021-0345**

##### **Meal Periods**

Employers shall provide minors with meal periods as prescribed by OAR 839-021-0072(1).

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BLI 10-2013, f. 12-18-13,  
cert. ef. 1-1-14

### **Other Working Conditions**

#### **839-021-0350**

##### **Other Working Conditions**

(1) Employers shall, at any time, allow parents or legal guardians access to their minor children employed in the entertainment industry.

(2) Employers must provide the following:

(a) A safe and secure place for minors to rest and play; and

(b) Suitable nursery and rest facilities.

(3) Minors under six months of age may not be exposed to lights of greater than 100 foot candle-light intensity for more than thirty seconds at a time.

(4) Employers shall provide worker's compensation insurance coverage for all minors in accordance with the laws of the State of Oregon.

(5) Transportation to the closest medical facility providing emergency services must be available at all times while minors are present.

(6) On location, the employer shall provide return transportation for the minor promptly upon dismissal.

(7) Employers shall comply with all statutes and rules concerning the employment of minors.

(8) No employer shall expose a minor to undue emotional stress while employing a minor in the entertainment industry.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BLI 10-2013, f. 12-18-13,  
cert. ef. 1-1-14

### **Prohibited Performances**

#### **839-021-0355**

##### **Prohibited Performances**

(1) No employer may employ a minor in the entertainment industry in any occupation declared particularly hazardous pursuant to OAR 839-021-0102 and 839-021-0104 or in employment prohibited by 839-021-0097 and 839-021-0276 to 839-021-0285. However, a safe simulation of such employment may be allowed.

(2) Minors under fifteen days of age may not be employed in the entertainment industry.

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(3) Minors under one year of age may not be employed in the entertainment industry unless the employer can demonstrate a need for such minor. A separate letter of application must be submitted to the Child Labor Unit of the Wage and Hour Division, Bureau of Labor and Industries, 800 NE Oregon St., Suite 1045, Portland, OR 97232-2180 setting forth the details of the needed employment. The letter must include:

(a) A complete description of the action in which the minor is expected to participate; and

(b) Certification that the minor will not be engaged for longer than the hours allowed by OAR 839-021-0335; and

(c) A signed statement from the minor's parent permitting the employment; and

(d) A signed statement from a physician licensed by the Oregon State Board of Health attesting that the minor is physically able to perform the expected duties. The physician's statement must be accompanied by the physician's complete address and the physician's agreement to furnish the Bureau of Labor and Industries with any or all of the information necessary to confirm the particulars of such statement.

(4) No employer may employ a minor under one year of age in the entertainment industry unless a registered nurse is present and available to the minor at all times while the minor is present.

(5) No employer may employ a minor in the entertainment industry when the employment would place the minor in a clear and present danger to life and limb. If the minor believes there exists such danger, the employer must, at the same time, discuss the matter with the minor and the minor's parent or guardian together. If the minor persists in the belief that

a clear and present danger to life and limb exists, regardless of its validity, the employer must not require the minor to perform the activity the minor believes will present such danger.

(6) No employer may employ a minor to participate in a performance in the entertainment industry unless the minor has been trained to portray it safely.

(7) No employer may employ a minor to participate in, or be present during, an obscene performance or the depiction of an obscene performance in violation of ORS 163.665 to 163.695 or 167.060 to 167.095.

(8) No employer may employ a minor in a place of public amusement or entertainment in violation of ORS 167.830 to 167.840.

(9) No employer may employ a minor to be exhibited in a trance.

(10) Notwithstanding the provisions of OAR 839-021-0102 and this rule, upon written request, the Bureau may, for good cause shown, exempt the employment of a minor under 16 years of age in the entertainment industry from the provisions of OAR 839-021-0102 and this rule after determining that the exemption will not be detrimental to the health or safety of the minor affected. Such exemption will be granted only under circumstances including but not limited to the following:

(a) The employment is not in violation of federal child labor regulations;

(b) The minor employee is adequately trained to perform the duties requested;

(c) The minor employee will be adequately supervised in performing the duties of the position;

(d) The parent or person standing in the place of the minor's parent has given written

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consent for the employment of the minor to perform duties otherwise prohibited; and

(e) The employer complies with all other applicable provisions of laws and rules.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2004(Temp), 7-29-04 thru 1-24-05; BLI 1-2005, f. & cert. ef. 1-3-05; BLI 19-2010, f. 9-28-10, cert. ef. 10-1-10; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

### **839-021-0360**

#### **Special Permit, Hours Variance or Employment Certificate May Be Refused**

When it appears to the Bureau that the proposed employment would be prohibited by OAR 839-021-0355, the Bureau may refuse to issue any special permit, hours variance or employment certificate.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 3-1995, f. 9-8-95, cert. ef. 9-9-95; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

#### **Recordkeeping Requirements/Posting**

### **839-021-0365**

#### **Required Records**

(1) Employers, including registered employers, employing minors in long-term employment and unregistered employers employing minors in short-term employment must maintain the following records for a period of two years from the date of initial employment:

- (a) Name, address and telephone number of all minors employed;
- (b) Total hours worked each day and each week;
- (c) Daily starting and quitting time;
- (d) Age of each minor;

(e) Date authorized to employ such minors by the Bureau;

(f) Rate of wage and total wages paid each week;

(g) Any deductions, rebates or refunds taken from an employee's total wages and the net amount of wages paid;

(h) Any payroll or other such records pertaining to the employment of minors.

(2) Registered employers employing minors in a single engagement in short term employment must comply with section (1) of this rule. When, in a single engagement, the number of minors employed is more than five, the registered employer must maintain the following records for a period of two years from the date employment began on the particular engagement:

- (a) Total number of minors employed on the engagement;
- (b) Dates the minors were employed;
- (c) Approximate ages of the minors;
- (d) Date notification made to the Child Labor Unit pursuant to OAR 839-021-0320(4).

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BLI 4-1998, f. & cert. ef. 3-5-98; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

### **839-021-0370**

#### **Records Availability**

All employers must make available to representatives of the Wage and Hour Division of the Bureau, records necessary to determine whether the employer is complying with OAR 839-021-0300 to 839-021-0375. Such records include, but are not limited to, the records described in OAR 839-021-0365. Such records must be made available to such

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representatives for inspection and transcription during normal business hours.

Stat. Auth.: ORS 651.060(4), 653.261  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

**839-021-0375**

**Posting**

In addition to other postings required by law, registered employers must post the Registration Certificate in a conspicuous place at their place of business.

Stat. Auth.: ORS 653  
Stats. Implemented: ORS 653.315(4) & ORS 653.320(4)  
Hist.: BL 9-1984, f. & ef. 8-7-84; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02

**Penalties**

**839-021-0490**

**Penalties**

(1) In addition to any civil penalties which may be assessed by the Commissioner pursuant to ORS 653.370, the Bureau may, at its discretion, revoke the right of an employer to hire minors in the future if it is determined by the Bureau that the employer has failed to comply with the provisions of 653.305 to 653.340 or with OAR 839-021-0210 to 839-021-0248.

(2) Prior to the revocation of the right to employ minors in the future an employer may request a contested case hearing pursuant to the Administrative Procedures Act (ORS Chapter 183).

Stat. Auth.: ORS 651.060(4), 653.261 \\  
Stats. Implemented: S.B. 135, 77th Leg., Reg. Ses. (Or.2013),  
ORS 653  
Hist.: BL 9-1984, f. & ef. 8-7-84; BL 6-1988, f. & cert. ef. 4-12-88, Renumbered from 839-021-0380; BLI 10-2013, f. 12-18-13, cert. ef. 1-1-14

**Exemptions**

**839-021-0500**

**Exemptions**

The provisions of ORS 653.305 to 653.370 and OAR 839-021-0001 to 839-021-0500 do not apply to employers employing minors in the following work or occupations:

(1) Domestic work or chores in or about a private residence.

(2) Newspaper carrier.

(3) Newspaper vendor.

(4) Persons under 18 years of age serving as a referee or assistant referee in a youth or adult recreational soccer match.

Stat. Auth.: ORS 653  
Stats. Implemented: ORS 653.315 & ORS 653.355  
Hist.: BL 6-1988, f. & cert. ef. 4-12-88; BLI 3-2002, f. 1-23-02, cert. ef. 1-24-02; BLI 9-2002, f. 3-28-02, cert. ef. 4-1-02

Note: These rules reflect all changes, adoptions and amendments in effect January 1, 2018, and replace all rules printed in Chapter 839, Division 019 prior to this date.