



Oregon

Bureau of Labor and Industries

Brad Avakian
Commissioner

THIS CERTIFICATE MUST BE POSTED IN A CONSPICUOUS LOCATION

VALIDATION DATE: 7/23/15

EXPIRATION DATE: 8/31/16

EMPLOYER NUMBER: 14303

CLACKAMAS COMMUNITY COLLEGE
19600 S MOLALLA AVE
OREGON CITY, OR 97045

THIS EMPLOYMENT CERTIFICATE 140853

AUTHORIZES CLACKAMAS COMMUNITY COLLEGE

TO EMPLOY MINORS UNDER THE FOLLOWING CONDITIONS: Ages 16-17 Only

DUTIES TO BE PERFORMED:

OFFICE ASSISTANTS, RECEPTION, INSTRUCTIONAL AIDES, TUTORS, YARD AND MINOR MAINTENANCE.

(THREE LOCATIONS ON RECORD)

OPERATION OF POWER DRIVEN MACHINERY/EQUIPMENT:

NONE.

RESTRICTIONS:

NO POWER-DRIVEN HAND DRILLS OR SANDERS MAY BE USED.

CHILD LABOR UNIT
800 NE OREGON ST STE 1045
PORTLAND, OR 97232
(971) 673-0836





BUREAU OF LABOR AND INDUSTRIES

SUMMARY OF CHILD LABOR LAWS

For more information, contact the bureau's Technical Assistance for Employers Unit at (971) 673-0824, or refer to the bureau's website at www.oregon.gov/boli.

<p style="text-align: center;"><u>WORKING HOURS</u></p> <p style="text-align: center;"><u>14 AND 15 YEAR-OLDS</u></p> <p style="text-align: center;"><u>When School is in Session</u></p> <ul style="list-style-type: none"> • 3 hours per day, 8 hours on non-school days, 18 hours per week maximum • Only between 7:00 am and 7:00 pm • Working is not allowed during school hours <p style="text-align: center;"><u>When School is not in Session</u></p> <ul style="list-style-type: none"> • 8 hours per day, 40 hours per week maximum • From June 1 through Labor Day: 7:00 am to 9:00 pm <p style="text-align: center;"><u>16 AND 17 YEAR-OLDS</u></p> <ul style="list-style-type: none"> • Any hours • 44 hours per week maximum 	<p><u>MINIMUM WAGE:</u> The minimum wage is \$9.25 per hour beginning January 1, 2015.</p> <p><u>MEALS:</u> Meal periods of not less than 30 minutes must be provided to non-exempt minor employees who work six or more hours in one work period.</p> <p><u>BREAKS:</u> Rest periods of at least 15 minutes must be provided during each four hours (or major portion) of work time.</p> <p><u>ADEQUATE WORK:</u> Adequate work must be provided if the employer requires the minor to report to work. Adequate work means enough work (or compensation in lieu of work) to earn at least one-half of the amount earned during the minor's regularly scheduled hours to work.</p>
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PARTIAL LIST OF HAZARDOUS AND PROHIBITED OCCUPATIONS

<u>PROHIBITED FOR MINORS UNDER 18</u>	<u>PROHIBITED FOR MINORS UNDER 16</u>
<ul style="list-style-type: none"> • Contact with/operating power-driven food slicers, grinders and choppers (includes cleaning, even if unassembled) • Motor vehicle driving, including motor vehicle outside helpers, (except under limited circumstances for minors 17 years of age) • Operating, repairing and cleaning bakery machines • Lumber mill, logging and sawmilling occupations • Tasks performed in connection with active forest fires • Operating balers, metal strap banders and compactors • Operating power-driven hand drills; sanders; woodworking machines • Excavating and working in trenches over 4' in depth • Roofing and related occupations • Operating power-driven hoisting apparatus and lifts • Manufacturing, storing and using explosives • Operating power-driven metal forming, punching and shearing machines • Occupations in connection with power-driven meat processing machinery • Meat and poultry slaughtering; packing, processing or rendering • Contact with circular, chain, band saws and guillotine shears • Operating commercial mixers • Using power nail/impact guns, wire stitchers and fasteners • All mining occupations • Operating power-driven paper products machines • Wrecking, demolition, and ship-breaking operations • Manufacturing brick, tile and kindred products • Messenger services between 10:00 PM and 5:00 AM 	<ul style="list-style-type: none"> • Manufacturing/processing occupations • Work in locations where power-driven machinery is used • Work in workshops or warehouses • Work in or on boats or commercial docks • Lifeguard/swim occupations except for trained/certified 15 year-olds • Work around constructions sites and equipment • Using pressure washers • Cooking with open flame grill, manual fryer, broiler, or surface or oil more than 100 degrees • Using pizza, bakery or convection ovens • Work in connection with golf carts • Using ladders, scaffolds or substitutes • Outside window cleaning above ground • Work in grain elevators • Work in gravel or sand plants or bunkers • Land clearing • Lumber loading • Washing, loading or unloading trucks (other than personal, non-powered tools/items) • Contact with power mowers/cutters/blowers • Sign waving, unless in front of business • Employment in commercial laundries • Welding or soldering work • Occupations in connection with mechanical amusements • Surveying • Wood cutting/sawing • Office work only in auto wrecking yards, junk dealer, water works, lumbering, motor vehicle (transportation) operations

The above information is only a summary of the child labor laws applicable to **non-agricultural** employment.