

Policy 705.12 – Child Labor

Date Adopted: 8/19/09

Issuing Office: Administration & Finance

Date Revised:

Approved By:

References: 41-2-108, 41-2-115 M.C.A.; 19 CFR 570.35

I. POLICY

The University of Montana Western may employ minors (i.e., individuals under 18 years of age) in certain types of work in compliance with state and federal laws. Under Montana law, the University may not employ a minor who is under 14 years of age.

II. PURPOSE

The purpose of this policy is to provide guidelines for employment of minors at UMW.

III. PROCEDURE

A. Hours of Work

Work hours are restricted for minors between the ages of 14 and 17.

B. Rate of Pay

Minimum wage standards apply to minors employed by the University.

C. Occupations

Certain occupations are prohibited for minors based upon their age.

Refer to 41-2-1 M.C.A. for specific guidelines and restrictions (http://data.opi.state.mt.us/bills/mca_toc/41_2_1.htm)

Questions concerning employment of minors should be directed to the Human Resources Office prior to hiring anyone under 18 years of age.

IV. AUTHORITY

41-2-1, M.C.A.; 19 CFR 570.35

V. RESPONSIBILITY

Vice Chancellor for Administration & Finance/Student Affairs, Supervisors, Associate Director of Human Resource Services