Chapter 653

1957 REPLACEMENT PART

Employment of Women and Minors

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DEFINITIONS

653.005 Chapter definitions. As used in this chapter, unless the context requires otherwise:

(1) "Commission" means the Wage and Hour Commission created under ORS 653.505.

(2) "Commissioner" means a member of the Wage and Hour Commission

653.010 to 653.100 [Reserved for expansion]

WAGES, HOURS AND WORKING CONDITIONS FOR WOMEN AND MINORS GENERALLY

653.105 Definitions. As used in ORS 653 105 to 653.125, 653 205 to 653.250, 653.305 and 653.505 to 653.540, unless the context requires otherwise:

(1) "Conference" means a conference to investigate standards of employment of women or minors under ORS 653.205 or 653.305.

(2) "Minor" means any person of either sex under the age of 18 years.

(3) "Occupation" includes every vocation, pursuit, trade and industry.

(4) "Women" means female persons 18 years of age or over. [Amended by 1953 c.123 §2]

653.110 Standards of hours, conditions of labor and minimum wages determined by commission. The Wage and Hour Commission may ascertain and declare, in the manner provided in ORS 653.125, 653.205 to 653.250 and 653.305, the following things:

(1) Standards of hours of employment for women or for minors and what are unreasonably long hours for women or for minors, in any occupation and the hours of the day during which they may be employed

(2) Standards of conditions of labor for women or for minors in any occupation and what surroundings or conditions, sanitary or otherwise, are detrimental to the health or morals of women or of minors in any such occupation.

(3) Standards of minimum wages for women in any occupation and what wages are inadequate to supply the necessary cost of living to any such women workers and to maintain them in good health.

(4) Standards of minimum wages for minors in any occupation and what wages are unreasonably low for any such minor workers.

653.115 Unreasonably long hours, conditions detrimental to health and morals, and inadequate wages prohibited in the employment of women and minors. It is unlawful to employ.

(1) Women or minors in any occupation for unreasonably long hours.

(2) Women or minors in any occupation under such surroundings or conditions, sanitary or otherwise, as may be detrimental to their health or morals.

(3) Women in any occupation for wages which are inadequate to supply the necessary cost of living and to maintain them in health.

(4) Minors in any occupation for unreasonably low wages

653.120 Employment register of women and minors. Every employer of women or minors shall keep a register of the names of all women and all minors employed by him, and shall, on request, permit any commissioner or any authorized representative of the commission to inspect and examine such register.

653.125 Investigations and inspections by commission; employer's statements. The commission may:

(1) Investigate and ascertain wages, hours of labor and conditions of labor of women and minors in the different occupations in which they are employed.

(2) Either through any authorized representative or any commissioner, inspect and examine any books and payrolls and other records of any employer of women or minors that in any way appertain to or have a bearing upon the question of wages or hours of labor or conditions of labor of any women workers or minor workers in any occupation.

(3) Require from any employer full and true statements of the wages paid to and the hours and conditions of labor of all women and minors in his employment.

653.130 to 653.200 [Reserved for expansion]

REGULATION OF WOMAN LABOR

653.205 Conference to investigate standards of employment of women. (1) If, after investigation, the commission is of the opinion that any substantial number of women workers in any occupation are working for unreasonably long or unsuitable hours or are working under surroundings or conditions

detrimental to their health or morals or are receiving wages inadequate to supply them with the necessary cost of living and maintain them in health, the commission may call and convene a conference for the purpose and with powers of considering and inquiring into and reporting on the subject investigated by the commission and submitted by it to such conference.

(2) Such conference shall be composed of:

(a) Not more than three representatives of the employers in said occupation and an equal number of the representatives of the employes in said occupation

(b) Not more than three disinterested persons representing the public.

(c) One or more commissioners.

(3) The commission shall name and appoint all the members of the conference and designate its chairman.

(4) The commission shall present to the conference all information and evidence in the possession or under the control of the commission which relate to the subject of the inquiry by the conference.

(5) The commission shall cause to be brought before the conference any witnesses whose testimony the commission deems material to the subject of the inquiry by the conference.

653.210 Report and recommendations of the conference. After completing its consideration of any inquiry into the subject submitted to it by the commission, the conference shall make and transmit to the commission a report containing the findings and recommendations of the conference on said subject Accordingly, as the subject submitted to it may require, the conference shall, in its report, make recommendations on any or all of the following questions concerning the particular occupation under inquiry:

(1) Standards of hours of employment for women workers and what are unreasonably long hours of employment for women workers and the hours of the day during which they may be employed

(2) Standards of conditions of labor for women workers and what surroundings or conditions, sanitary or otherwise, are detrimental to the health or morals of women workers.

(3) Standards of minimum wages for women workers and what wages are inadequate to supply the necessary cost of living to women workers and maintain them in health.

653.215 Recommendations on piece and time rates and apprentice wages; quorum for report. (1) In its recommendations on a question of wages, the conference shall, where it appears that any substantial number of women workers in the occupation under inquiry are being paid by piece rates as distinguished from time rate, recommend minimum piece rates as well as a minimum time rate and recommend such minimum piece rates as will, in its judgment, be adequate to supply the necessary cost of living to women workers of average ordinary ability and maintain them in health

(2) In its recommendations on a question of wages the conference shall, when it appears proper or necessary, recommend suitable minimum wages for learners and apprentices and the maximum length of time any woman worker may be kept at such wages as a learner or apprentice, and the hours of the day during which they may be employed, which wages shall be less than the regular minimum wages recommended for the regular women workers in the occupation under inquiry.

(3) Two-thirds of the members of any conference constitutes a quorum The decision, recommendation or report of such a two-thirds on any subject submitted shall be deemed the decision, recommendation or report of the conference

653.220 Powers and proceedings of commission with respect to report of conference; hearing and final order. (1) Upon receipt of any report from any conference, the commission shall consider and review the recommendations contained in the report The commission may approve or disapprove any or all of the recommendations The commission may resubmit to the same or a new conference any subject covered by any recommendations which are disapproved.

(2) If the commission approves any recommendations contained in any report from any conference, the commission shall publish notice, not less than once a week for four successive weeks in not less than two newspapers of general circulation published in Multnomah County, stating that it will on a date and at a place named in the notice hold a public meeting at which all persons in favor of or opposed to the recommendations will be given a hearing

(3) After publication of such notice and after the meeting, the commission may, in its discretion, make and render such an order as may be proper or necessary to adopt the recommendations and carry them into effect and require all employers in the occupation affected thereby to observe and comply with the recommendations and order.

(4) The order shall become effective 60 days after it is made and rendered.

653.225 Separate orders for any branch of an occupation or for different localities; orders to conform to maximum hours fixed by law. (1) Any conference may make a separate inquiry into and report on any branch of any occupation; and the commission may make a separate order affecting any branch of any occupation. Any conference may make different recommendations and the commission may make different orders for the same occupation in different localities in the state, when, in the judgment of the conference or commission, different conditions in different localities justify different recommendations or different orders

(2) No order of the commission shall authorize or permit employment of any woman for more hours per day or per week than the maximum fixed by law; provided, that in case of emergency which may arise in the conduct of any occupation, overtime may be permitted under conditions and rules which the commission, after investigation, shall determine and prescribe by order and which shall apply equally to all employers in such occupation.

653.230 Compliance with order; mailing and posting. (1) No employer shall violate or disregard any of the terms of the order made under ORS 653.220 or employ any woman worker in any occupation covered by the order for longer hours or under different surroundings or conditions or at lower wages than are authorized or permitted by the order while such order is effective.

(2) The commission shall, as far as is practicable, mail a copy of any order to every employer affected thereby Every employer affected by any such order shall keep a copy thereof posted in a conspicuous place in each room in his establishment in which women workers work.

653.235 Determination of questions of facts by commission as final; appeals from rulings on questions of law. All questions of fact arising under ORS 653.105 to 653.125, 653 205 to 653.240, 653.305 and 653.525 to 653.535 shall, except as otherwise provided in this section, be determined by the commission. There shall be no appeal from the decision of the commission on such question of fact. However, there shall be a right of appeal from the commission to the circuit court for Multnomah County from any ruling or holding on a question of law included or embodied in any decision or order of the commission, and, on the same question of law, from the circuit court to the Supreme Court. In all such appeals the Attorney General shall appear for and represent the commission.

653.240 Employment of handicapped women at less than minimum wage. For any occupation in which only a minimum time rate wage has been established, the commission may issue to a woman physically defective or crippled by age or otherwise a special license authorizing her employment at such wage less than the minimum time rate wage as shall be fixed by the commission and stated in the license

653.245 Action to recover minimum wage. If any woman worker is paid by her employer less than the minimum wage to which she is entitled under any order of the commission, she may recover in a civil action the full amount of her minimum wage less any amount actually paid to her by her employer, together with such attorneys' fees as may be allowed by the court. No agreement for her to work for less than such minimum wage shall be a defense to such action.

653.250 Discriminating against or discharging employe for testifying prohibited. No employer shall discharge or in any other manner discriminate against any employe because such employe has testified, or is about to testify, or because such employer believes that the employe may testify, in any investigation or proceedings under or relative to ORS 653.105 to 653 125, 653.205 to 653.245, 653 305 or 653 505 to 653 540.

653.255 Hours of employment of women in certain establishments. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant, or telegraph or telephone establishment or office, or by any express or transportation company in this

state more than 10 hours during any one day, or more than 60 hours in one week; provided, that this section does not apply to females employed in harvesting, packing, curing, canning or drying any variety of perishable fruit, vegetable or fish. The hours of work may be so arranged as to permit the employment of females at any one time so that they shall not work more than 10 hours during the 24 hours of one day or 60 hours during any one week.

653.260 Hours of employment of women in certain industries processing perishables not to be regulated by the commission. ORS 653.105 to 653.125, 653 205 to 653 250, 653.305 and 653.505 to 653 540 shall not be construed to confer authority upon the commission to regulate the hours of employment for women engaged in harvesting, packing, curing, canning or drying any variety of perishable fruit, vegetables or fish.

653.265 Overtime for women employed in canneries, driers and packing plants. When employed in canneries or driers or packing plants, women shall be paid time and a half for time over 10 hours per day and piece workers shall be paid one and a half the regular prices for all work done during the time they are employed over 10 hours per day.

653.270 Seats for female employes. Every employer in any manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, or other establishment employing any female, shall provide suitable seats for all female employes, and shall permit them to use such seats when they are not engaged in the active duties of their employment.

653.275 Compliance by employer. (1) No employer shall require any female to work in any of the places mentioned in ORS 653.255 more than the number of hours provided in ORS 653.255 during any day of 24 hours.

(2) No employer shall fail to so arrange the work of females in his employ so that they do not work more than the number of hours provided in ORS 653.255 during any day of 24 hours.

(3) No employer shall fail to provide suitable seats, as provided in ORS 653.270.

(4) No employer shall permit his overseer, superintendent or other agent to violate ORS 653.255 to 653.275.

653.280 to 653.300 [Reserved for expansion]

REGULATION OF CHILD LABOR

653.305 Inquiry and order on labor of minors. (1) The commission may at any time inquire into wages or hours or conditions of labor of minors employed in any occupation in this state and determine suitable wages and hours and conditions of labor for such minors

(2) When the commission has made such determination, it may issue an obligatory order in the manner provided for in ORS 653.220

(3) After such order is effective, no employer in the occupation affected shall employ a minor at less wages or for more hours or under different conditions of labor than are specified or required by the order; but no such order nor the commission shall authorize or permit the employment of any minor for more hours per day or per week than the maximum fixed by law or at times or under conditions prohibited by law.

653.310 Person under age 18 to work only if employer has age and schooling certificate on file; list of minor employes. No child under 18 years of age shall be employed or permitted to work in any employment listed in subsection (2) of ORS 653.320, unless the person employing him procures and keeps on file and accessible to the school authorities of the district where such child resides, and to the police and the commission an age and schooling certificate as prescribed by ORS 653 410 to 653.430, and keeps a complete list of all such children employed therein.

653.315 Working hours for children under 16 years of age; posting notice of hours. (1) No child under 16 years of age shall be employed for longer than 10 hours for any one day, nor more than six days in any one week.

(2) No child under 16 years of age shall be employed at any work before 7 a m or after 6 p.m., except for those:

(a) Employed in agriculture.

(b) Employed in youth camps. The term "youth camps" means those camps operated and maintained primarily for the supervised recreation and education of youth of either sex during the public school vacation periods

(c) Employed as newspaper carrier or vendor

(3) Every child under 16 years of age is entitled to not less than 30 minutes for meal time at noon, but such meal time shall not be included as part of the work hours of the day.

(4) Every employer of children under 16 years of age shall post in a conspicuous place where such minors are employed, a printed notice stating the maximum work hours required in one week, and in every day of the week from such minors. [Amended by 1957 c.419 §1]

653.320 Employment of children under 14 years. (1) No child under the age of 14 years shall be employed in any work, or labor of any form for wages or other compensation to whomsoever payable, during the term when the public schools of the town, district or city in which he resides are in session.

(2) No child under 14 years of age shall be employed or permitted to work in, or in connection with, any factory, workshop, mercantile establishment, store, business office, restaurant, bakery, hotel or apartment house.

(3) The Wage and Hour Commission may allow children between the ages of 12 and 14 to be employed in any suitable work during any school vacation extending over a term of two weeks and may issue permits therefor The commission shall exercise careful discretion as to the character of such employment and its effect on the physical and moral well-being of the child.

653.325 Necessary for entertainers under 16 to have permission of juvenile court. No child under the age of 16 years shall participate in any public entertainment where an admission fee is charged, unless such child, its parent, parents, guardian or the manager of the place of amusement or public entertainment in which such child is to participate, has the written permission of the judge of the juvenile court. Any minor participating in a public entertainment without such permission may be declared dependent and dealt with accordingly.

653.330 Employment of minors in certain logging operations prohibited. No person shall employ or allow:

(1) Any person under the age of 18 years to act as engineer of or have charge of or operate any logging engines used in logging operations.

(2) Any person under the age of 16 years to act in the capacity of giving signals to the engineer in logging operations or receiving and forwarding such signals.

653.335 Elevator operators to be over 18. No person shall employ or allow any person under the age of 18 years to run, operate or have charge of, any elevator used for the purpose of carrying either persons or property.

653.340 Employment of minors as messengers and delivery boys. (1) No person under the age of 18 years shall be employed or permitted to work as a messenger for a telegraph or messenger company or anyone engaged in such a business in the distribution, transmission or delivery of goods or messages before 5 a. m. or after 10 p. m.

(2) No person under the age of 16 years shall be employed or permitted to work in the telegraph, telephone or public messenger service.

653.345 to 653.400 [Reserved for expansion]

AGE AND SCHOOLING CERTIFICATES; ATTENDANCE AT PART-TIME SCHOOL

653.405 Procedure for issuance, filing and presentation of age and schooling certificate. (1) The district school board of any school district, or the county school superintendent, shall issue to any child between the ages of 14 and 18 years, applying for the same, or to the Wage and Hour Commission, a certificate giving the age of the child as it appears upon the register of the school which he has been attending, the grade which he has attended, and his place of residence, and shall keep on file a duplicate copy of such certificate.

(2) This certificate shall be signed by the district school clerk, giving also his address and district number, or by the county school superintendent, and shall be filed with the commission.

(3) Upon receipt of this certificate, the commission shall issue to the child presenting the same, if all requirements of the child labor laws have been fulfilled, an age and schooling certificate which he shall present to his employer before engaging in any work.

(4) Districts of the first class are required to deliver duplicate copies of the registration blanks, signed in original by the parents, guardian or custodian of each

child of school age in attendance, once each year to the commission, upon request

653.410 Issuance and approval of certificate. (1) An age and schooling certificate shall be executed, issued and approved only by the secretary of the commission, or by a person authorized by him in writing; provided, that no person so authorized may approve such certificate for any child then in or about to enter his own employment, or the employment of a firm or corporation of which he is a member, officer or employe

(2) The person approving the certificate may administer the oath provided for therein, but no fees shall be charged therefor However, in case of the loss of a certificate, a certified copy may be furnished, for which a fee of 50 cents may be charged

653.415 Evidence of age required for approval of certificate. An age and schooling certificate shall not be approved unless satisfactory evidence is furnished by the last school census, the passport, the duly attested transcript of the certificate of birth or baptism of such child or other religious record, or the register of birth of such child with a town or city, that such child is of the age stated in the certificate

653.420 Form and contents of certificate. The age and schooling certificate shall be printed, filled out, signed and held or surrendered as indicated in the following form

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Age and Schooling Certificate

This certifies that I am the (father, mother, guardian or custodian) of (name of child) ——, and that (he or she) was born at (name of town or city) ——, in the County of (name of county, if known), and State (or country) of —— on the (day and year of birth) ——, and is now (number of years and months) —— old

———————————

(Signature of father, mother, guardian or custodian)

(Town or city and date)

Then personally appeared before me the above named (name of person signing), ——, and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge and belief. I hereby approve the foregoing certificate of (name of child) ——, height (feet and inches) ——, eyes (color) ——, complexion (fair or dark), hair (color), having no sufficient reason to doubt that (he or she) is of the age therein certified. I hereby certify that (he or she) can read at sight and (can or cannot) write legibly simple sentences in the English language, and that (he or she) has reached the normal development of a child of (his or her) age, and is in sound health and is physically able to perform the work which (he or she) intends to do, and that (he or she) has regularly attended the public schools or a school equivalent thereto, for not less than 160 days during the school year previous to arriving at the age of 14 years, or during the school year previous to applying for such school record, and has received during such period instruction in reading, spelling, writing, English grammar and geography, and is familiar with the fundamental operations of arithmetic to and including fractions.

This certificate belongs to (name of child in whose behalf it is drawn) ——, and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same, but if not claimed by said child within 30 days from such time it shall be returned to the secretary of the Wage and Hour Commission

(Signature of person authorized to approve and sign, with official character or authority)

(Town or city and date)

Any explanatory matter may be printed with such certificate in the discretion of the secretary of the commission

653.425 Filing of duplicate certificates. A duplicate of each age and schooling certificate shall be filled out and kept on file by the secretary of the commission

653.430 Failure to produce certificate as evidence of illegal employment. A failure to produce to the school authorities of the district where the child resides and to the police and to the commission any age and schooling certificate or list required by ORS 653 310, shall be prima facie evidence of the illegal employment of any person whose age and schooling certificate is not produced or whose name is not so listed.

653.435 Notice to school authorities of beginning and ending of minor's employment; return of certificate to commission. (1) The commission shall notify the county school superintendent or the school board of the district in which the child last attended

school of such employment within five days after the beginning of the employment.

(2) When the minor ceases his employment, the employer shall within five days return the age and schooling certificate to the commission

(3) Within five days from the receipt of the age and schooling certificate, the commission shall notify the district school clerk or county school superintendent that the child is no longer employed

653.440 Employer to permit attendance of minors at part-time schools. Any person employing a child between the ages of 14 and 18 years shall permit the attendance of such child upon a part-time school or class whenever such part-time school or class has been established in the district where the child resides or may be employed, and whenever such child has not acquired the ordinary branches of learning taught in the first 12 grades of the public schools.

653.445 Part-time school attendance to count in hours of work. Whenever the number of hours for which a child between the ages of 14 and 18 years may be employed are fixed by federal or state law, the hours of attendance upon a part-time school or class organized in accordance with ORS 343.090 to 343 120 shall be counted as a part of the number of hours fixed for legal employment by federal or state laws.

653.450 to 653.500 [Reserved for expansion]

WAGE AND HOUR COMMISSION

653.505 Wage and Hour Commission; appointment; term; vacancies. (1) The Wage and Hour Commission is established and shall be composed of three commissioners who shall be appointed by the Governor for the term of four years and until their successors are appointed and qualified.

(2) Upon the expiration of the term of any commissioner, the Governor shall appoint a successor.

(3) The Governor shall fill any vacancy on the commission by appointment for the unexpired portion of the term in which the vacancy occurs

653.510 Organization of commission; chairman; quorum; compensation. (1) On or before January 20 of each year, the commissioners shall elect a chairman. Each chairman shall hold his position until his successor is elected.

(2) A majority of the commissioners shall constitute a quorum to transact business. The act or decision of such majority is considered the act or decision of the commission. No vacancy shall impair the right of the remaining commissioners to exercise all the powers of the commission.

(3) None of the commissioners shall receive any salary as such.

653.515 Labor Commissioner as secretary; personnel and expenses. (1) The Commissioner of the Bureau of Labor shall be the secretary and executive officer of the Wage and Hour Commission.

(2) The secretary of the commission may employ such clerical assistance and incur such expenses as may be necessary in performing his duties.

653.520 Duties of commission generally; biennial report. (1) The Wage and Hour Commission shall administer, execute and carry out the provisions of this chapter.

(2) On or before January 1 of each odd year, the commission shall make a succinct report to the Governor and legislature of its work and the proceedings under ORS 653 105 to 653 125, 653.205 to 653.250, 653.305 and 653 505 to 653.540 during the preceding two years

653.525 Rules and regulations of commission. The commission may prepare, adopt and promulgate rules and regulations for the carrying into effect of ORS 653 105 to 653.125, 653 205 to 653 230, 653 240, 653 305, and 653 505 to 653 540, including rules and regulations for the selection of members and the mode of procedure of conferences.

653.530 Meetings and hearings of commission; power to subpena and administer oaths; expenses of witnesses. (1) The commission may hold meetings for the transaction of any of its business at such times and places as it may prescribe.

(2) The commission may hold public hearings at such times and places as it deems fit and proper for the purpose of investigating any of the matters it is authorized to investigate under ORS 653.125 or 653.535.

(3) At any such public hearing any person interested in the matter being investigated may appear and testify.

(4) The commission may subpena and

compel the attendance of any witness at any such public hearing or at any session of any conference called and held as provided in ORS 653.205 to 653.235. Any commissioner may administer an oath to any witness who testifies at any such public hearing or at any such session of any conference.

(5) All witnesses subpenaed by the commission shall be paid the same mileage and per diem as are allowed by law to witnesses in civil cases before the circuit court of Multnomah County.

653.535 Investigating compliance with orders; prosecution for violation. The commission shall, from time to time, investigate and ascertain whether or not employers are observing and complying with its orders and take such steps as may be necessary to prosecute such employers as are not observing or complying with its orders.

653.540 Assistance of Labor Commissioner. The comissioner of the Bureau of Labor shall, at all times, give to the commission any information or statistics in his office that would assist the commission in carrying out ORS 653 105 to 653.125, 653.205 to 653.250, 653.305, 653 505 to 653.535 and render such assistance to the commission as is consistent with the performance of his official duties.

653.545 Visitation rights of commission; prosecution of offenses against child labor laws. (1) The commission or anyone authorized by the commission in writing may visit the factories, workshops and mercantile establishments in their several towns and cities and ascertain whether any minors are employed therein contrary to ORS 653.310 to 653.320, 653.340, and 653.410 to 653.430 and shall report any cases of illegal employment to the proper school authorities and to the district attorney of the county. The commission may require that the age and schooling certificates and lists of minors employed in such factories, workshops, or mercantile establishments, shall be produced for their inspection.

(2) The commission shall bring complaints for offenses under ORS 653.310 to 653 320, 653.340, 653 410 to 653.430 and subsections (7), (8), (9) and (10) of ORS 653.990 to the attention of the proper district attorney who shall prosecute such offenses.

653.550 to 653.985 [Reserved for expansion]

PENALTIES

653.990 Penalties. (1) Violation of ORS 653.105 to 653.125, 653 205 to 653 240, 653.305 or 653.525 to 653.540 is punishable, upon conviction, by a fine of not less than $25 nor more than $100 or by imprisonment in the county jail for not less than 10 days nor more than three months, or by both.

(2) Violation of ORS 653.250 is punishable, upon conviction, by a fine of not less than $25 nor more than $100.

(3) Violation of ORS 653.275 is punishable, upon conviction, by a fine of not less than $25 nor more than $100.

(4) Violation of ORS 653.330 by any person, firm or corporation or its agent, manager or superintendent is punishable, upon conviction, by a fine of not less than $10 nor more than $100, or by imprisonment in the county jail for not less than 30 days nor more than six months, or by both.

(5) Violation of ORS 653.335 by any person, either for himself or as manager, agent or officer of any corporation, is punishable, upon conviction, by a fine of not less than $10 nor more than $100, or by imprisonment in the county jail not less than 30 days nor more than six months, or by both.

(6) Employment by any person of any child between the ages of 14 and 18 contrary to ORS 653.405 or 653.435 to 653.445 or failure to carry out the duties placed upon him by those statutes is punishable, upon conviction, by a fine of not less than $10 nor more than $25.

(7) Any corporation or employer retaining any age and schooling certificate contrary to ORS 653 420 shall be fined $10

(8) Every person authorized to sign the certificate prescribed by ORS 653 420 who knowingly certifies to any material false statements therein is punishable, upon conviction, by a fine of not less than $5 nor more than $50.

(9) Any person who employs a minor contrary to ORS 653 310 to 653.320, 653.340 or 653.410 to 653.430 or who violates any of said statutes, is punishable, upon conviction, by a fine of not less than $10 nor more than $25 for the first offense, nor less than $25 nor more than $50 for the second offense, and by imprisonment in the county jail for not less than 10 nor more than 30 days for the third and each succeeding offense

(10) Any parent or guardian who violates ORS 653.310 to 653.320, 653.340 or 653.410 to 653.430 or allows any child under his custody or control to be employed contrary to said statutes is punishable, upon conviction, by a fine of not less than $5 and not more than $25.

CERTIFICATE OF LEGISLATIVE COUNSEL

Pursuant to ORS 173 170, I, Sam R Haley, Legislative Counsel, do hereby certify that I have compared each section printed in this chapter with the original section in the enrolled bill, and that the sections in this chapter are correct copies of the enrolled sections, with the exception of the changes in form permitted by ORS 173 160 and other changes specifically authorized by law

Done at Salem, Oregon,
on December 2, 1957

Sam R Haley
Legislative Counsel