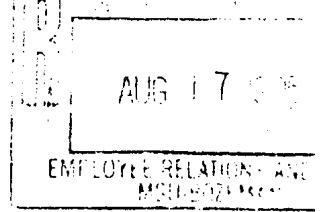


CHILD LABOR RESTRICTIONS



I. General Policy. MSU will not employ children under the age of 14 for any purpose. Upon proof of age, children over the age of 14 may be employed outside of school hours in such activities as are approved for children under Montana law as set forth below.

II. Children 14-15 years of age.

A. Under Montana law, children 14 or 15 years of age may be employed outside school hours in:

1. office or clerical work, including the operation of an office machine;
2. cashiering, selling, modeling, art work, acting;
3. price marking and tagging by hand or machine, assembling orders, packing and shelving;
4. errand and delivery work;
5. cleanup work, including the use of a vacuum cleaner and a floor waxer, and maintenance of grounds, but not including the use of a power driven mower or cutter;
6. kitchen work and other work involved in preparing and serving food; or
7. work in connection with cars and trucks if confined to dispensing gasoline or oil; courtesy service; car cleaning, washing, and polishing; but not including work involving the use of a pit, rack, or lifting device;

B. Children 14 or 15 years of age may not be employed in:

1. a manufacturing occupation;
2. a processing occupation, including filleting fish, dressing poultry, cracking nuts, or laundering and dry-cleaning;
3. an occupation that requires the performance of duties in a workroom or workplace where goods are manufactured, mined, or processed;
4. the operation or tending of hoisting apparatus or of power-driven machinery;
5. an occupation in connection with:
 - a. transporting persons or property by rail, highway, air, water, pipeline, or other means;
 - b. warehousing and storage;
 - c. communication and public utilities; or
 - d. construction or repair;
6. an occupation in a retail, food service, or gasoline establishment, including:
 - a. work performed in or around a boiler or engine room;
 - b. work in connection with the maintenance or repair of an establishment, machine, or equipment;
 - c. outside window washing that involves working from window sills and all work requiring the use of ladders, scaffolds, or their substitutes at a height of more than 20 feet;
 - d. an occupation that involves operating, assembling, adjusting, cleaning, oiling, or repairing power-driven food slicers and grinders, food choppers and cutters, or bakery-type mixers;
 - e. work in freezers and meat coolers and all work preparing meat for sale, except wrapping, scaling, labeling, weighing, pricing, and stacking when performed in other areas;
 - f. loading or unloading goods to and from a truck, railroad car, or conveyor; or
 - g. an occupation in a warehouse, except for office or clerical work;

7. the following agricultural occupations,
 - a. felling, bucking, skidding, loading, or unloading timber;
 - b. repairing a building from a ladder or scaffold at a height of more than 20 feet;
 - c. working inside:
 - i. a fruit, forage, or grain storage structure designed to retain an oxygen-deficient or toxic atmosphere; or
 - ii. an upright silo within 2 weeks after silage has been added to when a top unloading device is in operating position;
 - d. handling or using agricultural chemicals classified as poisonous;
 - e. handling or using a blasting agent, including but not limited to dynamite, black powder, sensitized ammonium nitrate, blasting caps, or primer cord; or
 - f. transporting, transferring, or applying anhydrous ammonia: and

the occupations prohibited for children 16 and 17 years old, set forth in paragraph 3.

III. Children 16 or 17 years of age. A minor who is 16 or 17 years of age may not be employed in:

1. manufacturing or storing explosives or articles containing explosive components;
2. logging and the operation of a sawmill, lath mill, or shingle mill;
3. logging and the operation of power-driven woodworking machines;
4. an occupation involving exposure to radioactive substance or ionizing radiation;
5. the operation of a freight elevator or other power-driven hoisting apparatus;
6. the operation of a power-driven metal forming, punching, and shearing machine;
7. a mining occupation;
8. slaughtering, meatpacking, meat processing, or rendering;
9. the operation of a power-driven bakery machine;
10. the operation of a power-driven paper products machine;
11. the manufacture of brick, tile, or similar products;
12. the operation of a circular saw, bandsaw, or guillotine shears;
13. a wrecking or demolition operation;
14. an excavation operation;
15. a roofing operation;
16. riding outside a motor vehicle to assist in transporting or delivering goods; and
17. a coal mining operation.

IV. Guidelines. When considering hiring a minor for an appropriate activity, the following rules apply:

- A. Montana state law prohibits a person related by blood or marriage from hiring a relative as a public employee. This applies to the hiring of minors as well.
- B. Unless enrolled in and employed under a school administered work experience program, minors 14 or 15 years of age may not be employed:
 1. during school hours,
 2. before 7 a.m. or after 7 p.m. during the school year and 9 p.m. during summer vacation,
 3. more than 3 hours on a school day; 18 hours in a school week; 8 hours on a non-school day and 40 hours in a non-school week.