

HB 4013 STAFF MEASURE SUMMARY

House Committee On Labor and Workforce Development

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Meeting Dates: 2/2, 2/4

WHAT THE MEASURE DOES:

The measure establishes that the total hours a minor may work may not be less than the requirements of the Federal Fair Labor Standards Act (FLSA) that are in effect on January 1, 2026. It permits the Bureau of Labor and Industries (BOLI) to adopt rules to conform to changes in FLSA that increase protections for minors.

Fiscal Impact: No fiscal impact

Revenue Impact: No revenue impact

ISSUES DISCUSSED:

- Child labor laws addressed by federal FLSA
- Changes in federal labor regulations
- Maintaining existing child labor regulations
- Number of hours a minor can work
- BOLI rulemaking authority

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The Fair Labor Standards Act (FLSA) of 1938 establishes minimum wage, overtime, recordkeeping, and youth employment standards for employees in the private sector as well as in federal, state, and local governments. The Act's federal child labor provisions were designed to ensure that employment of minors is safe and does not compromise their health, well-being, or educational opportunities, while also allowing for limited exemptions. Employers are generally required to comply with both state child labor laws and the federal child labor regulations under the FLSA (29 CFR Part 570). In Oregon, state law directly aligns with the FLSA's child labor regulations regarding the maximum number of hours a minor may work in non-agricultural employment.

For 14 and 15 year olds, in non-agricultural employment are limited to the following periods when school is in session:

- Maximum work 3 hours per day
- Maximum 8 hours on non-school days
- 18 hours per week maximum
- Hours limited to only between 7:00 am and 7:00 pm
- Working is not allowed during school hours

For 14 and 15 year olds, in non-agricultural employment are limited to the following periods when school is not in session:

- 8 hours per day, 40 hours per week maximum
- From June 1 through Labor Day: 7:00 am to 9:00 pm

For 16 and 17 year olds, in non-agricultural employment are limited to the following periods:

- Any hours
- 44 hours per week maximum