

Employer FAQs

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Will I be expected to pay students for their work?

Interns can be paid or unpaid. This is negotiated between you and the student. If paid, labor laws will apply.

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Confidentiality is extremely important in my business. How can I be assured its importance will be understood by students?

Confidentiality is critical in many occupations. Part of the student orientation checklist in Step 3, includes a discussion of maintaining confidentiality.

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What about safety issues?

The employer is to be in compliance with OSHA regulations and orient student to company safety policies.

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What can I do if a student does not behave in a manner that shows interest or maturity?

First, talk to the student and review the type of behavior necessary for the job. (Refer to the Training Plan) If the behavior does not change, contact the designated official at the high school. If the behavior still does not change, ask the student to leave.

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Can I terminate a student if he or she is not meeting satisfactory standards?

Yes, you may treat a student as you would any other employee. Students are expected to abide by employer rules and regulations. Failure to do so may subject a student to disciplinary action by the employer and be reflected in the employer's evaluation of the student. Please inform the student's high school representative of the situation.

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Who pays the costs of workers compensation insurance?

If the student is participating in a paid activity with your business, you would pay the cost of workers' compensation. If it is non-paid, the high school covers workers' compensation.

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Can students claim unemployment insurance benefits against my company after the internship ends?

No, students are not eligible for unemployment benefits.

If you have further questions, please contact Cheryl Tallman at 503-594-3208

For a summary of Oregon child labor laws please visit this web site:

http://www.oregon.gov/BOLI/TA/T_FAQ_Stw.shtml