

MURDER BY JUVENILE

A testimony from a site manager in Seattle

Hello Rebekah,

These new rental applications are great! I want to comment on the inclusion of Juveniles Ages 12-17. Bad juvenile behavior has caused a number of evictions in our apartments. It is a sad fact. Many times we have admitted teenagers then later find out they are gang members. They bring that activity into the apartment building. One 13 year old had a juvenile record that surpassed that of most adults (we found out the hard way-after they moved in). A resident's son was involved in a gang shooting and the wounded gang member was brought into our apartments! A couple months later the boyfriend of one of our young female occupant's was murdered by gangs. We need those juvenile court records if we want safe housing for our occupants.

Thank you!

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Roommate / Security Deposit Addendum
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Crime Free Addendum
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Animal Fee Addendum
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Tenant Insurance Addendum
Harassment Policy
Tobacco Smoke-Free Area Addendum
Notice of Trespass
Receipt for Partial Payment After Eviction

**In observance of
Independence Day,
Our office will be closed on
Friday, July 4th, 2014**

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Hiring Teens for the Summer? What Employers Need to Know

By Julia R. Dippold, Island HR Solutions, Email: islandhrsolutions@yahoo.com

Many types of businesses see an increased workload in the summer; often these jobs are appropriate for teenagers. However, hiring workers under age 18 comes with a specific set of laws. Prior to hiring a minor, review the following and ensure you have followed the necessary steps.

1. Businesses in Washington State must obtain a Minor Work Permit endorsement through your Business License Application. The endorsement must be renewed annually.
2. A Parent/School Authorization Form must be completed and on file prior to allowing a minor to work for your business. If you are only hiring teens for the summer, a new version is available (the NEW Parent Authorization Summer Work form) that does not require the school information and signatures. Both versions can be found available to download from the Washington State Department of Labor & Industries website.
3. You must obtain and keep on file proof of the minor’s age. This can be a copy of a birth certificate, driver’s license, school ID or a witnessed statement of the parent or legal guardian.
4. You must keep employment records on file for three years after hiring a minor, including employee name, address, occupation, dates of employment, rates of pay, amount paid each pay period, and the hours worked. The records must be available to the employee upon request at any reasonable time.
5. The minimum wage for 16 and 17 year olds is the same as for adults (\$9.32 in 2014). 14 and 15 year olds may be paid 85% of the state minimum wage (\$7.92).
6. Workers under age 18 must have the following breaks:
 - a. Uninterrupted meal break of at least 30 minutes when working more than 5 hours per day
 - b. 10 minute paid rest break for each four hours worked; this must be allowed no later than the end of the third hour of the shift.
 - c. 14 and 15 year olds may not work more than 4 hours without a 30 minute uninterrupted meal periods. This is separate from required rest breaks.
 - d. 14 and 15 year olds must be allowed a 10 minute paid rest break for every 2 hours worked.

Hiring teens into special circumstances such as a family business, house-to-house sales, theatrical employment, sports jobs or agricultural work come with varied regulations. In those situations, it is best to review the information on the Washington State Department of Labor & Industries website.

Hours of Work

Review the chart below to determine what hours of work are permitted for teens between the age of 14 and 17.

Hours and Schedules Minors are Permitted to Work in Non-Agricultural Jobs					
	Hours a Day	Hours a Week	Days a Week	Begin	Quit
14-15 year-olds					
School weeks	3 hours (8 hours Sat.-Sun.)	16 hours	6 days	7 a.m.	7 p.m.
Non-school weeks	8 hours	40 hours	6 days	7 a.m.	7 p.m. (9 p.m. June 1 to Labor Day)
16-17 year-olds					
School weeks	4 hours (8 hours Fri.-Sun.)	20 hours	6 days	7 a.m.	10 p.m. (Midnight Fri.-Sat.)
School weeks with a special variance	6 hours (8 hours Fri.-Sun.)	28 hours	6 days	7 a.m.	10 p.m. (Midnight Fri.-Sat.)
Non-school weeks	8 hours	48 hours	6 days	5 a.m.	Midnight

In addition to the above considerations, there are a number of duties that are prohibited for workers under age 18. Many of these are related to construction, industrial positions, or driving, but the complete list should be reviewed.

(Information for this article was obtained from the United States Department of Labor & Industries website at www.lni.wa.gov.)

This article is intended as information, and is not a substitute for legal or other professional advice.