

## Youths should know their work rights

Youths looking for summer jobs should be wary of employers who abuse summertime employment. Donald McGrath, head of the state labor department's Wage Hour Division, said the majority of the state's employers follow the wage hour law, but there are a few that create problems.

"Youths should be particularly careful of jobs that send them away from home," McGrath said. "These are the kinds of jobs where most often you can end up with a deficit at the end of summer."

The ad that reads, "Waitress, waitress wanted, spend summer in beautiful surroundings, play free tennis, and have access to pool," sometimes means that you'll also be doing the gardening, be required to play tennis with guests and wait on pool-side customers," he said.

Employers in Michigan are required to pay the minimum wage of \$2.30 an hour and overtime at the rate of one-and-one-half for hours in excess of 40.

Minimum wage is required for anyone 18 and older and also for youths 16 and 17 who are working in establishments that sell alcoholic beverages.

Another problem area is deductions from employees' checks. State law limits the deductions that can be made from an employee's check to 15 percent of the state's minimum wage. That includes meals, lodging and tips. Some employers have been known to quote federal law which takes the limit to 50 percent. In this instance state law supercedes the federal law.

McGrath said the labor department has found employers fining waiters and waitresses for having a button missing. "It is patently illegal," he said.

Pooling of tips also is restricted. Some restaurants supplement a cook's salary by pooling tips. Tips can be only pooled with persons directly in contact with customers, like waiters, waitresses, bus persons or hosts.

Employers cannot charge for breakages, shortages or walkouts — people skipping without paying their bill.

"The employer is responsible for these items. It has been determined that these are within the scope of the cost of doing business," McGrath said.

## Auburn Hills program aimed at persons reconsidering college

Want to try "A Taste of College" without wading through a catalog? Oakland Community College's Auburn Hills campus is offering such a taste to persons who have been thinking about returning to school, either for an enrichment course or to obtain a degree.

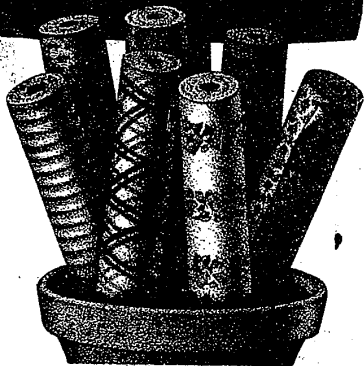
You may attend either session: Tuesday, May 22 from 6:30 to 9:30 p.m. or Wednesday, May 23 from 8:30 a.m. to 1:15 p.m.

You can get a taste of OCC by visiting classes in accounting, ceramics, algebra and shorthand; tour the career information center, the learning lab and the library; and learn about admissions and counseling procedures.

More than one-third of Auburn Hills students are over age 28, and persons over age 18 do not need a high school diploma to attend OCC.

There is no charge, but you should register in advance by calling the campus at 652-1000 ext. 257.

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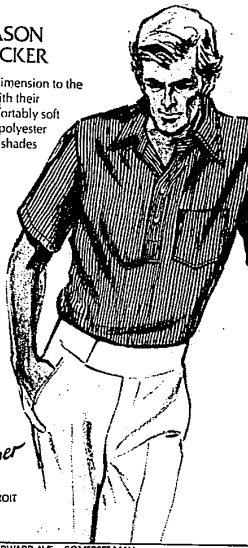
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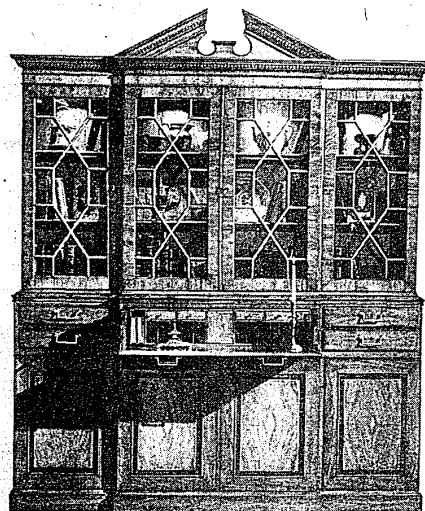
Givenchy's very continental boucle sport shirts. They breathe European elegance, in a fine boucle weave that's surprisingly an easy-care blend of polyester/cotton. One's a turtleneck with epaulettes and button/tlap pockets. The other's a pullover with lower vertical slash pockets. Both in shades of white, navy, ecru or light blue. Each at \$35.



**THE BOARDROOM**  
Somerset Mall Fairlane Center (inside Hughes & Hatcher)

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the entire  
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