

PROPOSED AMENDMENT

HB 1093 # 1

DIGEST

Work exceptions for minors. Provides that to qualify for certain exemptions of the hour and time restrictions for the employment of minors, the minor's parent must submit to the minor's current or prospective employer a signed statement from the parent declaring that the minor has been excused from the compulsory school attendance requirements and proof supporting the statement.

- 1 Page 3, delete lines 1 through 40, begin a new paragraph and insert:
2 "SECTION 4. IC 22-2-18.1-16, AS ADDED BY P.L.147-2020,
3 SECTION 16, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
4 JULY 1, 2024]: Sec. 16. (a) Except as provided in ~~subsection~~
5 **subsections (b) and (c)**, sections 17 ~~through and~~ 22 of this chapter
6 apply only to the employment of a minor who is less than ~~eighteen (18)~~
7 **sixteen (16)** years of age.
8 (b) Sections 17 ~~through and~~ 22 of this chapter do not apply to the
9 following:
10 (1) A minor who is at least fourteen (14) years of age but less than
11 ~~eighteen (18)~~ **sixteen (16)** years of age who:
12 (A) performs:
13 (i) farm labor; or
14 (ii) domestic service; ~~or~~
15 (B) acts as a
16 (i) caddie for a person playing the game of golf; or
17 (ii) ~~newspaper carrier~~.
18 **(C) is employed to perform sports-attending services at**
19 **professional sporting events as set forth in 29 CFR**
20 **570.35(c)(2).**
21 (2) A minor who is:
22 (A) at least twelve (12) years of age but less than ~~eighteen (18)~~
23 **sixteen (16)** years of age; and
24 (B) employed or works as a youth athletic program referee,
25 umpire, or official under section 13 of this chapter.
26 ~~(3) A minor less than eighteen (18) years of age who:~~

- 1 (A) works as an actor or performer if the provisions of section
- 2 14 of this chapter are met; or
- 3 (B) has graduated from high school.
- 4 **(c) Sections 12(b), 17(2)(A), 17(2)(B), and 22 of this chapter do**
- 5 **not apply to a minor who is at least fourteen (14) years of age and**
- 6 **less than sixteen (16) years of age who:**
- 7 **(1) has graduated from high school;**
- 8 **(2) has completed grade 8, is excused from the compulsory**
- 9 **school attendance requirements, and whose parent submits a**
- 10 **statement in accordance with subsection (d);**
- 11 **(3) has a child to support, is excused from the compulsory**
- 12 **school attendance requirements, and whose parent submits a**
- 13 **statement in accordance with subsection (d);**
- 14 **(4) is subject to an order issued by a court that has**
- 15 **jurisdiction over the minor that prohibits the minor from**
- 16 **attending school; or**
- 17 **(5) has been expelled from school and is not required to attend**
- 18 **an alternative school or an alternative educational program.**
- 19 **(d) To qualify for an exemption under subsection (c)(2) or (c)(3),**
- 20 **the minor's parent must submit to the minor's current or**
- 21 **prospective employer:**
- 22 **(1) a signed statement from the parent declaring that the**
- 23 **minor has been excused from the compulsory school**
- 24 **attendance requirements; and**
- 25 **(2) proof supporting the statement made under subdivision**
- 26 **(1)."**
- 27 Renumber all SECTIONS consecutively.
(Reference is to HB 1093 as introduced.)