



General Assembly

Substitute Bill No. 341

February Session, 2008

* SB00341KIDLAB022908 *

AN ACT CONCERNING THE EMPLOYMENT OF MINORS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-23 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2008*):

3 (a) No minor under sixteen years of age shall be employed or
4 permitted to work in any manufacturing [] or mechanical [, mercantile
5 or theatrical] industry, [restaurant or public dining room, or in any
6 bowling alley, shoe-shining establishment or barber shop,] provided
7 the Labor Commissioner may authorize such employment of any
8 minor between the ages of fourteen and sixteen who is enrolled in (1) a
9 public school in a work-study program as defined and approved by
10 the Commissioner of Education and the Labor Commissioner or in a
11 program established pursuant to section 10-20a of the 2008 supplement
12 to the general statutes, or (2) a summer work-recreation program
13 sponsored by a town, city or borough or by a human resources
14 development agency which has been approved by the Labor
15 Commissioner, or both, and provided the prohibitions of this section
16 shall not apply to any minor over the age of fourteen who is under
17 vocational probation pursuant to an order of the Superior Court as
18 provided in section 46b-140 of the 2008 supplement to the general
19 statutes or to any minor over the age of fourteen who has been placed
20 on vocational parole by the Commissioner of Children and Families.

21 (b) (1) Notwithstanding the provisions of subsection (a) of this
22 section, a minor who has reached the age of fourteen may be employed
23 or permitted to work in any mercantile or theatrical industry, retail
24 establishment, restaurant or public dining room, bowling alley, shoe-
25 shining establishment, or barber shop or as a caddie or in a pro shop at
26 any municipal or private golf course, [and a minor who has reached
27 the age of fifteen may be employed or permitted to work in any
28 mercantile establishment, from September 30, 2002, to September 30,
29 2007, inclusive, as a bagger, cashier or stock clerk,] provided such
30 employment [shall be] is (A) limited to periods of school vacation
31 during which school is not in session for five consecutive days or more
32 except that such minor [employed in a retail food store] may work on
33 any Saturday during the year; (B) for not more than forty hours in any
34 week; (C) for not more than eight hours in any day; and (D) between
35 the hours of seven o'clock in the morning and seven o'clock in the
36 evening, except that from July first to the first Monday in September in
37 any year, any such minor may be employed until nine o'clock in the
38 evening.

39 (2) [(A)] Each person who employs a fourteen-year-old minor [as a
40 caddie or in a pro shop at any municipal or private golf course]
41 pursuant to this section shall obtain a certificate stating that such
42 minor is fourteen years of age or older, as provided in section 10-193,
43 [and (B) each person who employs a fifteen-year-old minor in any
44 mercantile establishment pursuant to this subsection shall obtain a
45 certificate stating that such minor is fifteen years of age or older, as
46 provided in section 10-193] as amended by this act. Such certificate
47 shall be kept on file at the place of employment and shall be available
48 at all times during business hours to the inspectors of the Labor
49 Department. (3) The Labor Commissioner may adopt regulations, in
50 accordance with the provisions of chapter 54, as the commissioner
51 deems necessary to implement the provisions of this subsection.

52 (c) No minor under the age of eighteen years shall be employed or
53 permitted to work in any occupation which has been or shall be
54 pronounced hazardous to health by the Department of Public Health

55 or pronounced hazardous in other respects by the Labor Department
56 or the United States Secretary of Labor. This section shall not apply to
57 the employment or enrollment of minors sixteen years of age and over
58 as apprentices in bona fide apprenticeship courses in manufacturing or
59 mechanical establishments, vocational schools or public schools, or to
60 the employment of such minors who have graduated from a public or
61 private secondary or vocational school, in any manufacturing or
62 mechanical establishment or to the enrollment of such minors in a
63 cooperative work-study program approved by the Commissioner of
64 Education and the Labor Commissioner or in a program established
65 pursuant to section 10-20a of the 2008 supplement to the general
66 statutes. No provision of this section shall apply to agricultural
67 employment, domestic service, street trades or the distribution of
68 newspapers. For purposes of this subsection, the term "cooperative
69 work-study program" means a program of vocational education,
70 approved by the Commissioner of Education and the Labor
71 Commissioner, for persons who, through a cooperative arrangement
72 between the school and employers, receive instruction, including
73 required academic courses and related vocational instruction by
74 alternation of study in school with a job in any occupational field,
75 provided these two experiences are planned and supervised by the
76 school and employers so that each contributes to the student's
77 education and to his employability. Work periods and school
78 attendance may be on alternate half days, full days, weeks or other
79 periods of time in fulfilling the cooperative work-study program.

80 (d) Each person who employs a minor under the age of eighteen
81 years shall obtain a certificate stating the age of such minor as
82 provided in section 10-193, as amended by this act. Such certificates
83 shall be kept on file at the place of employment and shall be available
84 at all times during business hours to the inspectors of the Labor
85 Department.

86 Sec. 2. Section 10-193 of the general statutes is repealed and the
87 following is substituted in lieu thereof (*Effective July 1, 2008*):

88 (a) The superintendent of schools of any local or regional board of
89 education or an agent designated by such superintendent shall, upon
90 application and in accordance with procedures established by the State
91 Board of Education, furnish, to any person desiring to employ a minor
92 under the age of eighteen years (1) in any manufacturing [] or
93 mechanical [or theatrical] industry, [restaurant or public dining room,
94 or in any bowling alley, shoe-shining establishment or barber shop,] a
95 certificate showing that such minor is sixteen years of age or older, (2)
96 in any mercantile establishment, theatrical industry, retail
97 establishment, restaurant or public dining room, bowling alley, shoe-
98 shining establishment or barber shop, a certificate showing that such
99 minor is [fifteen] fourteen years of age or older, and (3) at any
100 municipal or private golf course, a certificate showing that such minor
101 is fourteen years of age or older.

102 (b) The State Board of Education shall establish procedures
103 governing the issuance of such certificates.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2008</i>	31-23
Sec. 2	<i>July 1, 2008</i>	10-193

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Joint Favorable Subst. C/R

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