

---

## OLR Bill Analysis

sSB 1090 (File 295, as amended by House "A" and Senate "A")\*

### ***AN ACT CONCERNING THE EMPLOYMENT OF CERTAIN MINORS AS YOUTH CAMP STAFF MEMBERS AND LIFEGUARDS.***

#### **SUMMARY**

This bill expressly allows 15-year-olds to work as youth camp staff members or lifeguards, under supervision and subject to existing law's restrictions on certain other jobs 14- and 15-year-olds can work (see BACKGROUND). These restrictions limit 14- and 15-year-olds to working:

1. during school vacations when school is not in session for at least five consecutive days, with a limited exception for jobs in retail food stores;
2. a maximum of 40 hours per week and 8 hours per day; and
3. between 7:00 a.m. and 7:00 p.m., or until 9:00 p.m. from July 1 to the first Monday in September.

Under the bill, minors ages 15 and older employed or working as a youth camp staff member or lifeguard must be supervised by someone age 18 or older.

The bill requires employers of 15-year-olds working as youth camp staff members or lifeguards, except municipalities, to get a certificate documenting the employee's age (i.e., "working papers"), as existing law requires for employers of 15-year-olds working at retail establishments and 14-year-olds working at golf courses. It requires employers to keep the certificate on file and make it available to the Department of Labor (DOL) for inspection.

It correspondingly requires public school superintendents and

supervisory agents of non-public schools to issue working papers to 15-year-old applicants seeking to work as a lifeguard or youth camp staff member and who will not be employed by a municipality, according to State Board of Education procedures. Existing law already requires them to do this for 15-year-olds seeking to work in retail establishments.

The bill also requires the labor commissioner, by July 1, 2023, to implement a pilot program authorizing one amusement establishment in the state to employ 15-year-olds in non-hazardous positions, including as cashiers in a ticket booth or food concession stand. She must do so regardless of existing state laws (1) setting the allowable times and hours of work for 16-year-old amusement establishment employees and (2) allowing these employees to operate rides or devices under certain circumstances.

Lastly, the bill makes conforming changes.

\*Senate Amendment "A" (1) moves the effective date up from October 1, 2023, to upon passage; (2) adds the provision requiring adult supervision of minors ages 15 years and older employed or working as a youth camp staff member or lifeguard; and (3) requires the labor commissioner to establish a pilot program allowing 15-year-old workers at one amusement establishment.

\*House Amendment "A" exempts municipal employers and their 15-year-old employees working as youth camp staff members or lifeguards from working papers requirements.

EFFECTIVE DATE: Upon passage

### **AMUSEMENT ESTABLISHMENT PILOT PROGRAM**

Under the bill, 15-year-old employees participating in the pilot program are generally subject to the same supervision requirement and employment restrictions that the bill applies to 15-year-olds working as youth camp staff members or lifeguards, except that amusement employees may work until 9:00 p.m. Similarly, the amusement establishment participating in the program and its 15-year-old employees are subject to the same working papers requirements

discussed above.

Amusement establishments may apply for the program, as the labor commissioner prescribes, and the establishment participating in the program must give the commissioner any information she finds necessary for program evaluation.

The bill ends the pilot program on August 27, 2023. It requires the labor commissioner, by February 1, 2024, to submit a report to the Commerce and Labor and Public Employees committees that includes recommendations on the need for a permanent program allowing amusement establishments to employ 15-year-olds in non-hazardous positions.

## **BACKGROUND**

### ***Permitted Occupations for 14- and 15-Year-Olds***

Under state law, minors who are at least age (1) 14 can work as caddies or in pro shops at golf courses and (2) 15 can work as baggers, cashiers, or stock clerks in retail establishments. Additionally, 14- and 15-year-olds can work in various other occupations, which are also subject to the restrictions described above on the times and hours of work. Unlike golf courses and retail establishments, working papers are not required for the following examples of permitted occupations:

1. agriculture;
2. street trades (e.g., newspaper delivery, shoe shining, babysitting);
3. hospitals and convalescent homes (no food service or laundry);
4. hotels and motels (no food service or laundry);
5. banks;
6. insurance companies;
7. professional offices (e.g., lawyers and CPAs);

8. municipalities (e.g., library attendants and recreation departments);
9. acting;
10. household chores for private homeowners (e.g., yard work); and
11. licensed summer camps.

State law generally prohibits anyone under age 16 from working in any manufacturing, mechanical, retail, or theatrical industry; restaurant or public dining room; or in any bowling alley, shoe-shining establishment, or barber shop. However, it allows the labor commissioner to authorize the employment of 14- to 16-year-olds who are enrolled in (1) certain public school work-study and career certificate programs or (2) a summer work-recreation program that a municipality or DOL-approved human resources development agency sponsors. (In practice, 15-year-olds are employed as lifeguards under these work-recreation programs.)

**COMMITTEE ACTION**

Commerce Committee

Joint Favorable Substitute

Yea 24 Nay 0 (03/14/2023)