



Senate

General Assembly

File No. 295

January Session, 2023

Substitute Senate Bill No. 1090

Senate, March 29, 2023

The Committee on Commerce reported through SEN. HARTLEY of the 15th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

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

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

1 Section 1. Subsection (b) of section 31-23 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective October*
3 *1, 2023*):

4 (b) (1) Notwithstanding the provisions of subsection (a) of this
5 section, a minor who has reached the age of fourteen may be employed
6 or permitted to work as a caddie or in a pro shop at any municipal or
7 private golf course, and a minor who has reached the age of fifteen may
8 be employed or permitted to work as a staff member at a youth camp,
9 as defined in section 19a-420, as a lifeguard or in any mercantile
10 establishment [,] as a bagger, cashier or stock clerk, provided such
11 employment is (A) limited to periods of school vacation during which
12 school is not in session for five consecutive days or more except that
13 such minor employed in a retail food store may work on any Saturday
14 during the year; (B) for not more than forty hours in any week; (C) for

15 not more than eight hours in any day; and (D) between the hours of
16 seven o'clock in the morning and seven o'clock in the evening, except
17 that from July first to the first Monday in September in any year, any
18 such minor may be employed until nine o'clock in the evening.

19 (2) (A) Each person who employs a fourteen-year-old minor as a
20 caddie or in a pro shop at any municipal or private golf course pursuant
21 to this section shall obtain a certificate stating that such minor is fourteen
22 years of age or older, as provided in section 10-193, as amended by this
23 act, and (B) each person who employs a fifteen-year-old minor as a staff
24 member at a youth camp, as a lifeguard or in any mercantile
25 establishment pursuant to this subsection shall obtain a certificate
26 stating that such minor is fifteen years of age or older, as provided in
27 section 10-193, as amended by this act. Such certificate shall be kept on
28 file at the place of employment and shall be available at all times during
29 business hours to the inspectors of the Labor Department.

30 (3) The Labor Commissioner may adopt regulations, in accordance
31 with the provisions of chapter 54, as the commissioner deems necessary
32 to implement the provisions of this subsection.

33 Sec. 2. Subsection (a) of section 10-193 of the general statutes is
34 repealed and the following is substituted in lieu thereof (*Effective October*
35 *1, 2023*):

36 (a) The superintendent of schools of any local or regional board of
37 education, or an agent designated by such superintendent, or the
38 supervisory agent of a nonpublic school shall, upon application and in
39 accordance with procedures established by the State Board of
40 Education, furnish, to any person desiring to employ a minor under the
41 age of eighteen years (1) in any manufacturing, mechanical or theatrical
42 industry, restaurant or public dining room, or in any bowling alley,
43 shoe-shining establishment or barber shop, a certificate showing that
44 such minor is sixteen years of age or older, (2) as a staff member at a
45 youth camp, as defined in section 19a-420, as a lifeguard or in any
46 mercantile establishment, a certificate showing that such minor is fifteen
47 years of age or older, and (3) at any municipal or private golf course, a

48 certificate showing that such minor is fourteen years of age or older.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2023</i>	31-23(b)
Sec. 2	<i>October 1, 2023</i>	10-193(a)

CE *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

The bill, which allows 15-year-olds to work as youth camp staff members or lifeguards, does not result in any fiscal impact to the state or municipalities.

The Out Years

State Impact: None

Municipal Impact: None

OLR Bill Analysis**sSB 1090*****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, 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.

The bill requires employers of 15-year-olds working as youth camp staff members or lifeguards to obtain 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, 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.

Lastly, the bill makes conforming changes.

EFFECTIVE DATE: October 1, 2023

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)