
OLR Bill Analysis

sSB 410

AN ACT CONCERNING PAID INTERNSHIPS FOR HIGH SCHOOL STUDENTS.

SUMMARY

Current law generally prohibits minors under age 16 from working in the manufacturing, mechanical, mercantile, or theatrical industry; a restaurant or public dining room; or a bowling alley, shoe shining establishment, or barber shop. This bill creates an exception to this prohibition that allows 14- and 15-year-olds to participate in paid internships defined and approved by the education and labor commissioners. For 14-year-olds to be eligible, they must turn age 15 during the same school year that they are participating in the internship.

Under the bill, the participating interns (1) cannot work more than 120 hours during the school year and (2) may work during school hours if their hours are approved by their superintendent of schools. They must be paid the full current minimum wage and are not subject to a provision in the minimum wage law that generally allows minors under age 18 to be paid 85% of the minimum wage for their first 90 days of employment.

Current law generally prohibits minors under age 18 from working in any occupation that has been pronounced hazardous by the Department of Public Health or Department of Labor (DOL), but it has exemptions for those who are at least age 16 and registered pre-apprentices or apprentices, participating in a manufacturing or mechanical internship, or enrolled in certain cooperative work-study programs, among other things. The bill also exempts minors participating in a paid internship defined and approved by the education and labor commissioners (it is unclear if the minors must be at least age 16 for the exemption to apply).

The bill requires employers of minors under age 18 in a paid internship to get a certificate stating the minor's age (i.e., "working papers"), which must be kept on file at the place of employment and available during business hours for DOL inspectors. The bill correspondingly requires school superintendents (or the supervisory agent of a nonpublic school) to give a certificate showing that a minor is at least age 15 or will reach that age during the same school year to anyone who wants to employ the minor in a paid internship defined and approved by the education and labor commissioners.

EFFECTIVE DATE: October 1, 2024

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 12 Nay 0 (03/21/2024)