

[First Reprint]

ASSEMBLY, No. 4222

STATE OF NEW JERSEY
220th LEGISLATURE

INTRODUCED JUNE 9, 2022

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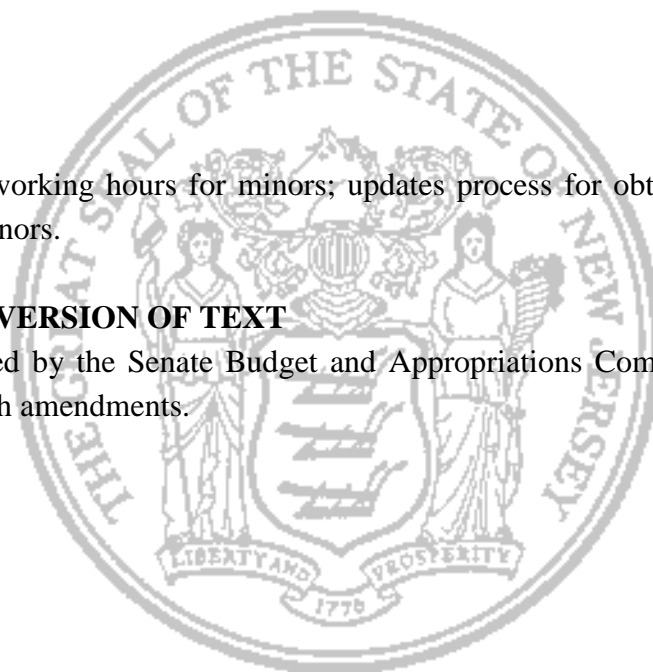
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Assemblymen Sampson, Torrissi, Assemblywomen Piperno, Eulner,
Senators Diegnan, Holzapfel, O'Scanlon, Sarlo, Testa, Turner and Zwicker**

SYNOPSIS

Expands working hours for minors; updates process for obtaining working papers for minors.

CURRENT VERSION OF TEXT

As reported by the Senate Budget and Appropriations Committee on June 27, 2022, with amendments.



(Sponsorship Updated As Of: 6/29/2022)

1 AN ACT concerning working hours for minors, amending and
2 supplementing P.L.1940, c.153 (C.34:2-21.1 et seq.), and
3 repealing sections 7 through 14 of P.L.1940, c.153.

4
5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:

7
8 1. Section 1 of P.L.1940, c.153 (C.34:2-21.1) is amended to
9 read as follows:

10 1. (a) **["**Employment certificate" means a certificate granted
11 by the issuing officer authorizing the employment of a child as
12 permitted under this act. **"]** (Deleted by amendment, P.L. , c. .)
13 (pending before the Legislature as this bill)

14 (b) **["**Age certificate" means a certificate issued for a person
15 between the ages of 18 and 21 years. **"]**
16 (Deleted by amendment, P.L. , c. .) (pending before the
17 Legislature as this bill)

18 (c) **["**Issuing officer" means any superintendent of schools,
19 supervising principal, or teacher in a school district who is
20 designated by the board of education in the district to issue
21 certificates or permits in accordance with the provisions of this
22 act.**"]** (Deleted by amendment, P.L. , c. .) (pending before the
23 Legislature as this bill)

24 (d) "School district" means any geographical area having
25 authority over the public schools within that area.

26 (e) "Agriculture" includes farming in all its branches and among
27 other things includes the cultivation and tillage of the soil, dairying,
28 the production, cultivation, growing, and harvesting of any
29 agricultural or horticultural commodities (including commodities
30 defined as agricultural commodities in subsection (g) of section 15
31 of the Agricultural Marketing Act, 46 Stat. 11 (12 U.S.C. s. 141 et
32 seq.), as amended), the planting, transplanting and care of trees and
33 shrubs and plants, the raising of livestock, bees, fur-bearing animals
34 or poultry, and any practices (including any forestry or lumbering
35 operations) performed by a farmer or on a farm as an incident to or
36 in conjunction with such farming operations, including preparation
37 for market, delivery to storage or to market or to carriers for
38 transportation to market, provided that such practices shall be
39 performed in connection with the handling of agricultural or
40 horticultural commodities the major portion of which have been
41 produced upon the premises of an owning or leasing employer.

42 (f) "Newspaper carrier" means any minor between 12 and 18
43 years of age who engages in the occupation of delivering, soliciting,
44 selling and collecting for, newspapers outside of school hours on
45 residential routes.

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SBA committee amendments adopted June 27, 2022.

1 (g) "Restaurant" means any establishment or business primarily
2 engaged in the preparation and serving of meals or refreshments,
3 both food and drink, and shall include but not be limited to the
4 following: dining establishments, catering establishments,
5 industrial caterers, and drive-in restaurants.

6 (h) "Theatrical production" means and includes stage, motion
7 picture and television performances and rehearsals therefor.

8 (i) "Seasonal amusement" means any exclusively recreational or
9 amusement establishment or business which does not operate more
10 than seven months in any calendar year or which has received
11 during any consecutive six months of the preceding calendar year
12 average receipts equal to or less than 33 1/3% percent of its average
13 receipts for the other six months of that year. "Seasonal
14 amusement" includes but is not limited to amusement rides and
15 amusement device ticket sales, and operations of games. However,
16 "seasonal amusement" does not include retail, eating or drinking
17 concessions, camps, beach and swimming facilities, movie theatres,
18 theatrical productions, athletic events, professional entertainment,
19 pool and billiard parlors, circuses and outdoor shows, sport
20 activities or centers, country club athletic facilities, bowling alleys,
21 race tracks and like facilities which are not part of a diversified
22 amusement enterprise.

23 "Commissioner" means the Commissioner of Labor and
24 Workforce Development.

25 "Department" means the Department of Labor and Workforce
26 Development.

27 ¹"Caregiver" means a person over 18 years of age who is the
28 biological parent, adoptive parent, foster parent, resource family
29 parent, step-parent, parent-in-law or legal guardian, having a
30 "parent-child relationship" with a child as defined by law, or having
31 sole or joint legal or physical custody, care, guardianship, or
32 visitation with a child, or who became the parent of the child
33 pursuant to a valid written agreement between the parent and a
34 gestational carrier.¹

35 (cf: P.L.1987, c.125, s.1)

36
37 2. Section 2 of P.L.1940, c.153 (C.34:2-21.2) is amended to
38 read as follows:

39 2. No minor under 16 years of age shall be employed,
40 permitted, or suffered to work in, about, or in connection with any
41 gainful occupation at any time; provided, that minors between 14
42 and 16 years of age may be employed, permitted or suffered to
43 work outside school hours and during school vacations but not in or
44 for a factory or in any occupation otherwise prohibited by law or
45 by order or regulation made in pursuance of law; and provided,
46 further, that minors under 16 years of age may engage in
47 professional employment in theatrical productions upon the
48 obtaining of a permit therefor and may engage outside school hours

1 and during school vacations in agricultural pursuits or in street
2 trades and as newspaperboys as defined in this act, in accordance
3 with the provisions of section 15 of this act. Minors may also
4 engage in employment in domestic service performed outside of
5 school hours or during school vacations [with the permission of the
6 minor's parents or legal guardian], in a residence other than the
7 minor's own home. Nothing in this act shall be construed to apply
8 to the work of a minor engaged in domestic service or agricultural
9 pursuits performed outside of school hours or during school
10 vacations in connection with the minor's own home and directly for
11 his parents or legal guardian.

12 Except as to the employment of a minor for whom a theatrical
13 employment permit has been issued, no minor under 16 years of age
14 not a resident of this State shall be employed, permitted or suffered
15 to work in any occupation or service whatsoever at any time during
16 which the law of the state of his residence required his attendance at
17 school, or at any time during the hours when the public schools in
18 the district in which employment in such occupation or services
19 may be available are in session.

20 (cf: P.L.1983, c.196, s.1)

21

22 3. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to
23 read as follows:

24 3. a. Except as provided in section 15 of P.L.1940, c.153
25 (C.34:2-21.15) and except for domestic service or messengers
26 employed by communications companies subject to the supervision
27 and control of the Federal Communications Commission, no minor
28 under 18 years of age shall be employed, permitted, or suffered to
29 work in, about, or in connection with any gainful occupation more
30 than six consecutive days in any one week, or more than 40 hours in
31 any one week, or more than eight hours in any one day, nor shall
32 any minor under 16 years of age be so employed, permitted, or
33 suffered to work before 7 a.m. or after 7 p.m. of any day, except
34 that during the school year, a minor who is at least 14 or 15 years of
35 age may work during non-school hours, for no more than three
36 hours on a school day and no more than 18 hours in a school week,
37 and up to eight hours on a non-school day during a school week,
38 and except a minor who is 14 or 15 years of age may work in a
39 restaurant, supermarket or other retail establishment, or in any
40 occupation not prohibited by the provisions of this act, P.L.1940,
41 c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the
42 commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
43 seq.), up to 40 hours in a week during the period beginning on the
44 last day of a minor's school year and ending on Labor Day of each
45 year until 9 p.m. of any day [with written permission from a parent
46 or legal guardian], and except a minor who is 14 or 15 years of age
47 may be employed as a little league umpire for little leagues
48 chartered by Little League Baseball, Incorporated, until 9 p.m. of

1 any day **【with written permission from a parent or legal guardian】**;
2 nor shall any minor between 16 and 18 years of age be so
3 employed, permitted, or suffered to work before 6 a.m. or after 11
4 p.m. of any day; provided that minors between 16 and 18 years of
5 age may be employed after 11 p.m. during any regular vacation
6 season, and on days which do not precede a regularly scheduled
7 school day**【**, with a special written permit from their parents or
8 legal guardian stating the hours they are permitted to work**】**;
9 provided that minors between 16 and 18 years of age may be
10 employed in a seasonal amusement or restaurant occupation after 11
11 p.m. and following 12:01 a.m. of the next day, if that employment is
12 a continuation of a workday which began before 11 p.m., either
13 during any regular school vacation season, or on workdays which
14 do not begin on a day which precedes a regularly scheduled school
15 day, **【with a special written permit from their parents or legal**
16 **guardian stating the hours they are permitted to work,】** except that
17 in no case shall minors between 16 and 18 years of age be
18 employed after 3 a.m. or before 6 a.m. on a day which precedes a
19 regularly scheduled school day; provided, further, that minors may
20 be employed in a concert or a theatrical performance up to 11:30
21 p.m.; and provided, further, that minors not less than 16 years of
22 age and who are attending school may be employed as pinsetters,
23 lane attendants, or busboys in public bowling alleys up to 11:30
24 p.m.**【**, but may not be so employed during the school term without a
25 special written permit from the superintendent of schools or the
26 supervising principal, as the case may be, which permit shall state
27 that the minor has undergone a complete physical examination by
28 the medical inspector, and, in the opinion of the superintendent or
29 supervising principal, may be so employed, without injury to health
30 or interference with progress in school, such special permits to be
31 good for a period of three months only and are revocable in the
32 discretion of the superintendent or supervising principal. Such
33 permit may not be renewed until satisfactory evidence has been
34 submitted to the superintendent or supervising principal showing
35 that the minor has had a physical examination and the minor's
36 health is not being injured by said work**】**; and provided, further,
37 that minors between 16 and 18 years of age may not be employed
38 after 10 p.m. during the regular school vacation seasons in or for a
39 factory or in any occupation otherwise prohibited by law or by
40 order or regulation made in pursuance of law. The hours of work of
41 minors under 16 employed outside school hours shall not exceed
42 three hours in any one day when school is in session and shall not
43 exceed in any one week when school is in session the maximum
44 number of hours permitted for that period under the federal "Fair
45 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and
46 regulations promulgated pursuant to that federal act.

1 **b. Notwithstanding the provisions of subsection a. of this**
2 **section, a minor between 16 and 18 years of age may work up to 50**
3 **hours in one week and up to 10 hours in one day during the period**
4 **beginning on the last day of the minor's school year and ending on**
5 **Labor Day. This subsection shall take effect immediately upon the**
6 **date of enactment.**

7 **c.** This section is not applicable to the employment of a minor
8 between 16 and 18 years of age during the months of June, July,
9 August or September by a summer resident camp, conference or
10 retreat operated by a nonprofit or religious corporation or
11 association, unless the employment is primarily general
12 maintenance work or food service activities.
13 (cf: P.L.1998, c.138, s.1)

14

15 4. Section 4 of P.L.1940, c.153 (C.34:2-21.4) is amended to
16 read as follows:

17 4. No minor under eighteen years of age shall be employed or
18 permitted to work for more than **[five]** six hours continuously
19 without an interval of at least thirty minutes for a lunch period, and
20 no period of less than thirty minutes shall be deemed to interrupt a
21 continuous period of work.

22 (cf: P.L.1940, c.153, s.5)

23

24 5. Section 15 of P.L.1940, c.153 (C.34:2-21.15) is amended to
25 read as follows:

26 15. Except as hereinafter provided as to newspaper carriers, no
27 minor under 14 years of age may engage in any street trade, which
28 term, for the purpose of this section shall include the selling,
29 offering for sale, soliciting for, collecting for, displaying, or
30 distributing any articles, goods, merchandise, commercial service,
31 posters, circulars, newspapers or magazines or in blacking shoes on
32 any street or other public place or from house to house. No minor
33 under 12 years of age may be employed in agricultural pursuits.

34 Whenever a minor has graduated from vocational school,
35 approved by the Commissioner of Education and is 17 years of age,
36 the minor's diploma or certified copy thereof and an employment
37 certificate **[mailed to the employer by the issuing officer]** provided
38 by the Department of Labor and Workforce Development shall be
39 deemed **[a special permit]** authorization to engage in those pursuits
40 in which the minor majored in said vocational school during those
41 hours permitted for persons 18 years of age and over.

42 Except as hereinafter provided as to newspaper carriers,
43 whenever a minor under 16 years of age desires to work during such
44 times as the schools of the district in which the minor resides are
45 not in session in any street trade or in agricultural pursuits, the
46 **[parent, guardian or other person having the custody and control of**
47 **the]** minor may **[file]** register with the **[issuing officer in the**

1 school district in which the minor resides] Department of Labor and
2 Workforce Development an application for [a special permit
3 authorizing such] authorization to work. Such [application]
4 registration shall show the exact character of the work the minor is
5 to do, and the hours and wages and special conditions under which
6 said work is to be performed.

7 If upon investigation it is found that the facts set forth in the
8 application are true and that the work will not interfere with the
9 minor's health or standing in school, the [issuing officer]
10 Department of Labor and Workforce Development shall[, upon
11 presentation to the issuing officer of the same proof of age as is
12 required for the issuance of an employment certificate,] issue [a
13 special permit,] authorization allowing the minor to work at such
14 times as the public schools in the district are not in session, but
15 such work except in agricultural pursuits, and as newspaper
16 carriers, to be otherwise subject to the maximum hours of labor
17 provisions set for minors under 16 years of age in section 3 of [this
18 act] P.L.1940, c.153 (C.34:2-21.3); provided, that nothing in [this
19 act] P.L.1940, c.153 (C.34:2-21.1 et seq.) shall prevent newspaper
20 carriers as defined in [this act] P.L.1940, c.153 (C.34:2-21.1 et
21 seq.), between 11 and 14 years of age, from delivering, soliciting,
22 selling and collecting for newspapers on routes in residential
23 neighborhoods between the hours of 6:00 o'clock in the morning
24 and 7:00 o'clock in the evening of any day; and newspaper carriers
25 14 years of age and older from delivering, soliciting, selling and
26 collecting for newspapers on routes in residential neighborhoods
27 between the hours of 5:30 o'clock in the morning and 8:00 o'clock
28 in the evening of any day; and provided further that no newspaper
29 carrier under the age of 18 years shall be permitted to engage in
30 such occupation beyond the period of time wherein the combined
31 hours devoted to said occupation as a newspaper carrier and the
32 hours in school shall exceed a total of 40 hours per week and not
33 more than 8 hours in any 1 day; and provided, further, that minors
34 engaged in agricultural pursuits may be employed no more than 10
35 hours per day.

36 Such [special permit] authorization shall show the name,
37 address, and date of birth of the minor for whom it is issued, the
38 kind of proof of age submitted, the nature of the occupation in
39 which the minor is to engage, and such other information as the
40 [commissioner of Education] Department of Labor and Workforce
41 Development may require.

42 Any [such special permit] authorization for work in agriculture
43 shall be issued [for a period not to exceed 6 months and shall show
44 its date of expiration] and active until the minor is 18 years of age.
45 [Any person employing a minor under 16 years of age in
46 agriculture shall obtain such a certificate from the minor and keep

1 it on file during the period of the minor's employment and shall
2 return it to the minor to whom it is issued upon termination of the
3 minor's employment.】

4 Upon application by the 【parent, guardian or other person having
5 custody and control of】 minor who desires to work as a newspaper
6 carrier as defined in 【this act】 P.L.1940, c.153 (C.34:2-21.1 et
7 seq.), who is between the ages of 11 and 18 years of age, to the
8 publisher of any newspaper in this State and upon receiving
9 【satisfactory proof of age and a signed statement of physical
10 fitness,】 authorization from the Department of Labor and
11 Workforce Development, such publisher may 【issue to】 employ
12 such newspaper carrier 【a special permit on a form prescribed and
13 approved by the Commissioner of Education, whereby the
14 newspaper carrier shall be permitted】 to deliver, solicit, sell and
15 collect for newspapers outside of the newspaper carrier's school
16 hours on residential routes, and on Sundays and during school
17 vacations 【and no other employment certificate shall be required】.

18 【Such special permit】 The authorization shall show the name,
19 address and date of birth of the newspaper carrier for whom it is
20 issued, and such other information as the 【Commissioner of
21 Education】 Department of Labor and Workforce Development may
22 require.

23 【The publisher shall forthwith mail 3 copies of such special
24 permit to the issuing officer as defined in section 1 of this act, one
25 of which copies shall be forwarded to the Commissioner of
26 Education and one copy to the Commissioner of Labor and Industry
27 in such manner as may be provided by regulation of said
28 commissioners. A copy of such special permit shall also be
29 furnished by the publisher to the parent, guardian or other person
30 having custody and control of the newspaper carrier and the
31 publisher shall retain at all times a file copy thereof.】

32 The 【special permit】 authorization shall remain in full force and
33 effect unless and until the 【publisher has knowledge of or is
34 notified by the issuing officer or the Commissioner of Labor and
35 Industry that the newspaper carrier is not physically fit or that in
36 the opinion of the issuing officer or the Commissioner of Labor
37 and Industry, engaging in the occupation as a newspaper carrier will
38 be harmful to the newspaper carrier's education. In such case, the
39 said special permit shall be suspended unless and until the issuing
40 officer shall revoke said notification. In the event of such
41 notification and suspension, however, if either the parent, guardian
42 or other person having custody and control of the newspaper carrier
43 or the publisher shall deem such decision to be erroneous, an
44 appeal may be made to the Commissioner of Education who shall
45 have authority to affirm, reverse or modify such decision of the

1 issuing officer or the Commissioner of Labor and Industry] the
2 minor is 18 years of age.

3 The publisher shall keep a record of the name, address and birth
4 date of each newspaper carrier [to whom such special permit is
5 issued; the date said newspaper carrier commenced and ceased
6 delivering newspapers published by said publisher together with a
7 record of the number of newspapers sold to each newspaper carrier
8 and a general description of the area of the route served by each
9 newspaper carrier] who is a minor. Such records shall be kept on
10 file by said publisher for a period of 2 years after the newspaper
11 carrier has ceased delivering newspapers published by said
12 publisher.

13 [The special permit shall remain in full force and effect unless
14 and until the publisher is notified by the issuing officer or the
15 Commissioner of Labor and Industry that the newspaper carrier is
16 not physically fit or that the newspaper carrier's school record is
17 such that engaging in the occupation of a newspaper carrier will be
18 harmful to the newspaper carrier's education. In such case,
19 however, if either the parent, guardian or other person having
20 custody and control of the newspaper carrier or the publisher shall
21 deem such decision to be erroneous, an appeal may be made to the
22 Commissioner of Education who shall have authority to reverse or
23 modify such decision of the issuing officer or the Commissioner of
24 Labor and Industry].

25 (cf: P.L.1981, c.490, s.1)

26

27 6. (New section) a. The department shall create and maintain a
28 database for the employment of minors that is accessible by the public
29 and that displays each employer that is required to register under
30 P.L. , c. (C.) (pending before the Legislature as this bill).

31 b. The database shall include the name and email address of each
32 employer registered under P.L. , c. (C.) (pending before the
33 Legislature as this bill).

34 c. Any minor under the age of 18 years who desires to work,
35 including but not limited to work as a news carrier or work in
36 agriculture, shall complete a one-time registration on the database, but
37 all information pertaining to the minor shall be confidential and shall
38 not be accessible by the public. ¹If the minor desires to work for a
39 different employer or for an employer in addition to the employer for
40 which the minor first registered, the minor shall update the minor's
41 registration.¹ The minor shall be required to submit documentation, in
42 the form and manner prescribed by the department, sufficient to
43 adequately identify the minor, including but not limited to, the social
44 security number of the minor, and confirm the age of the minor, as
45 well as identify the ¹[parent or legal guardian] caregiver¹ of the
46 minor. The minor shall provide contact information, including email,
47 if available, for the minor's ¹[parent or legal guardian] caregiver¹, as

1 appropriate. The registration shall provide any physical limitations of
2 which employers should be aware. Upon submission of
3 documentation sufficient to meet the requirements of P.L. , c.
4 (C.) (pending before the Legislature as this bill), and the
5 requirements of P.L.1940, c.153 (C.34:2-21.1 et seq.), the department
6 shall maintain an employment certificate for the minor granting
7 authorization for the minor to work in the occupation or field for
8 which the minor has expressed an interest and provided
9 documentation. ¹Except as provided by subsection e. of this section, a
10 minor shall not commence work with an employer unless that
11 employer has received confirmation from the department that the
12 minor has authorization to work.¹

13 d. Each employer that hires, employs, or permits any minor under
14 the age of 18 to work in a gainful occupation as permitted by
15 P.L.1940, c.153 (C.34:2-21.1 et seq.), shall register with the
16 department, in the form and manner prescribed by the department, the
17 following information:

18 (1) The name of the employer;

19 (2) The email address of the employer;

20 (3) Any location of the employer's business operations, including
21 any location at which a minor will be working;

22 (4) The number and names of minors whom the employer has
23 hired, employed, or permitted to work in a gainful occupation, or for
24 seasonal employment, whom the employer expects to hire; and

25 (5) A certified statement from the employer that the employer is
26 employing minors in only those positions permitted by law to ensure
27 the health, safety and well-being of minors.

28 ¹An employer shall be required to update the employer's
29 registration as to any minor employee who is changing a position from
30 the position for which the minor employee was originally hired to
31 perform to a new position.¹

32 e. Within three days of an employer's or a minor's registration,
33 the department shall cross-check names submitted by employers with
34 minors who are registered on the database and ¹, upon authorization by
35 the minor's caregiver in accordance with subsection f. of this section,¹
36 send an electronic confirmation to employers of the minor's
37 authorization to work. If an employer does not receive confirmation
38 from the department within one week of the employer's submission,
39 employment of the minor may commence unless and until the
40 employer receives notification from the department that the minor has
41 not received authorization to work.

42 f. ¹**¶**Notwithstanding any limitations on hours, shifts, or times of
43 day that any minor may be permitted to work, the department shall
44 provide notification to a parent or legal guardian of a minor that has
45 registered with the database of the opportunity for an opt-out of
46 extended summer working hours. The parent or legal guardian of a 14
47 year old or 15 year old desiring to work may opt the minor out of

1 working past 7 p.m. of any day. The parent or legal guardian of a 16
2 year old or 17 year old desiring to work may opt the minor out of
3 working past 11 p.m. of any day. Any opt-out submitted by a parent
4 or legal guardian in accordance with this subsection shall be binding
5 on an employer and shall cover the whole summer and not individual
6 scheduling requests that should go through an employer. The
7 department shall send the notice by email, to the extent possible, and
8 by certified mail if email is not available, regarding the opt-out
9 required by this section within three days of granting an authorization
10 for a minor to work. Notwithstanding the provisions of any law to the
11 contrary, and except as provided in this subsection, the department
12 shall not approve a minor's registration to work pursuant to subsection
13 c. of this section without a caregiver's authorization for the minor to
14 work as specified by the minor in the minor's registration. The
15 department shall provide notification to a caregiver of a minor who has
16 registered with the database for the caregiver to provide an
17 authorization or rejection of the minor's registration to work. The
18 department shall send the notice by email, to the extent possible, and
19 by certified mail if email is not available, regarding this authorization
20 or rejection within three days of the minor's registration. The
21 caregiver shall submit an authorization or rejection electronically
22 through the registration system established pursuant to this section. If
23 a caregiver does not submit an authorization or rejection within two
24 weeks of the department's notification, then the department shall
25 approve a minor's registration for work unless and until a caregiver
26 submits a rejection through the registration system. If a minor updates
27 the minor's registration to indicate a change in or addition of an
28 employer, the department shall notify the caregiver by email, to the
29 extent possible, and by certified mail if email is not available, of the
30 change in registration. The caregiver shall submit an updated
31 authorization or rejection electronically through the registration system
32 established pursuant to this section. If a caregiver does not submit an
33 authorization or rejection of the change within two weeks of the
34 department's notification, then the department shall approve the
35 minor's updated registration for work unless and until a caregiver
36 submits a rejection through the registration system.¹

37 g. The Employment of Minors Advisory Council is established to
38 consult with and provide recommendations to the department for the
39 creation and administration of the database. The council shall consist
40 of five members:

41 (1) One representative from the Department of Labor and
42 Workforce Development to be appointed by the Governor;

43 (2) One representative from the Department of Education to be
44 appointed by the Governor;

45 (3) Two members who are employers or who represent the interest
46 of employers that employ a significant number of minors, one who
47 shall be appointed by the Senate President and one who shall be
48 appointed by the Speaker of the General Assembly; and

1 (4) One public member to represent the interests of ¹~~parents or~~
2 legal guardians] caregivers¹ of minors, to be appointed by the Senate
3 President and the Speaker of the General Assembly.

4 Any vacancies occurring in the membership shall be filled in the
5 same manner as the original appointments. The council shall hold at
6 least two meetings per year to review the implementation and
7 operations of the database.

8 h. The department, in consultation with the Employment of
9 Minors Advisory Council ¹and the Department of Education¹, shall
10 promulgate rules and regulations necessary for the implementation of
11 this act, P.L. c. (C.) (pending before the Legislature as this
12 bill), including but not limited to, developing a schedule for the
13 registration of employers and minors in accordance with this act, P.L.
14 c. (C.) (pending before the Legislature as this bill).

15
16 7. The following sections are repealed:

17 Sections 7 through 14 of P.L.1940, c.153 (C.34:2-21.7 through
18 34:2-21.14).

19
20 ¹8. There is appropriated from the General Fund to the
21 Department of Labor and Workforce Development \$1,000,000 to
22 effectuate the purposes of this act.¹

23
24 ¹~~8.]~~ ¹9.¹ This act shall take effect on ¹~~the first day of the~~
25 sixth month next following enactment] June 1, 2023¹, except as to
26 subsection b. of section 3 and as to section 4 of this act, which shall
27 take effect immediately, and except that the commissioner may take
28 any anticipatory administrative action in advance as shall be
29 necessary for the implementation of this act.