

§6
C.34:2-21.1a
§7
Repealer
§8
Approp.
§9
Note

P.L. 2022, CHAPTER 63, *approved July 5, 2022*
Assembly, No. 4222 (*First Reprint*)

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 Legislatre 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 Legislatre 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

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 for market, delivery to storage or to market or to carriers for
2 transportation to market, provided that such practices shall be
3 performed in connection with the handling of agricultural or
4 horticultural commodities the major portion of which have been
5 produced upon the premises of an owning or leasing employer.

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

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

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

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

32 "Commissioner" means the Commissioner of Labor and
33 Workforce Development.

34 "Department" means the Department of Labor and Workforce
35 Development.

36 ¹"Caregiver" means a person over 18 years of age who is the
37 biological parent, adoptive parent, foster parent, resource family
38 parent, step-parent, parent-in-law or legal guardian, having a
39 "parent-child relationship" with a child as defined by law, or having
40 sole or joint legal or physical custody, care, guardianship, or
41 visitation with a child, or who became the parent of the child
42 pursuant to a valid written agreement between the parent and a
43 gestational carrier.¹

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

45

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

1 2. No minor under 16 years of age shall be employed,
2 permitted, or suffered to work in, about, or in connection with any
3 gainful occupation at any time; provided, that minors between 14
4 and 16 years of age may be employed, permitted or suffered to
5 work outside school hours and during school vacations but not in or
6 for a factory or in any occupation otherwise prohibited by law or
7 by order or regulation made in pursuance of law; and provided,
8 further, that minors under 16 years of age may engage in
9 professional employment in theatrical productions upon the
10 obtaining of a permit therefor and may engage outside school hours
11 and during school vacations in agricultural pursuits or in street
12 trades and as newspaperboys as defined in this act, in accordance
13 with the provisions of section 15 of this act. Minors may also
14 engage in employment in domestic service performed outside of
15 school hours or during school vacations [with the permission of the
16 minor's parents or legal guardian], in a residence other than the
17 minor's own home. Nothing in this act shall be construed to apply
18 to the work of a minor engaged in domestic service or agricultural
19 pursuits performed outside of school hours or during school
20 vacations in connection with the minor's own home and directly for
21 his parents or legal guardian.

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

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

31

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

34 3. a. Except as provided in section 15 of P.L.1940, c.153
35 (C.34:2-21.15) and except for domestic service or messengers
36 employed by communications companies subject to the supervision
37 and control of the Federal Communications Commission, no minor
38 under 18 years of age shall be employed, permitted, or suffered to
39 work in, about, or in connection with any gainful occupation more
40 than six consecutive days in any one week, or more than 40 hours in
41 any one week, or more than eight hours in any one day, nor shall
42 any minor under 16 years of age be so employed, permitted, or
43 suffered to work before 7 a.m. or after 7 p.m. of any day, except
44 that during the school year, a minor who is at least 14 or 15 years of
45 age may work during non-school hours, for no more than three
46 hours on a school day and no more than 18 hours in a school week,
47 and up to eight hours on a non-school day during a school week,
48 and except a minor who is 14 or 15 years of age may work in a

1 restaurant, supermarket or other retail establishment, or in any
2 occupation not prohibited by the provisions of this act, P.L.1940,
3 c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the
4 commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
5 seq.), up to 40 hours in a week during the period beginning on the
6 last day of a minor's school year and ending on Labor Day of each
7 year until 9 p.m. of any day **【with written permission from a parent
8 or legal guardian】**, and except a minor who is 14 or 15 years of age
9 may be employed as a little league umpire for little leagues
10 chartered by Little League Baseball, Incorporated, until 9 p.m. of
11 any day **【with written permission from a parent or legal guardian】**;
12 nor shall any minor between 16 and 18 years of age be so
13 employed, permitted, or suffered to work before 6 a.m. or after 11
14 p.m. of any day; provided that minors between 16 and 18 years of
15 age may be employed after 11 p.m. during any regular vacation
16 season, and on days which do not precede a regularly scheduled
17 school day**【**, with a special written permit from their parents or
18 legal guardian stating the hours they are permitted to work**】**;
19 provided that minors between 16 and 18 years of age may be
20 employed in a seasonal amusement or restaurant occupation after 11
21 p.m. and following 12:01 a.m. of the next day, if that employment is
22 a continuation of a workday which began before 11 p.m., either
23 during any regular school vacation season, or on workdays which
24 do not begin on a day which precedes a regularly scheduled school
25 day, **【with a special written permit from their parents or legal
26 guardian stating the hours they are permitted to work,】** except that
27 in no case shall minors between 16 and 18 years of age be
28 employed after 3 a.m. or before 6 a.m. on a day which precedes a
29 regularly scheduled school day; provided, further, that minors may
30 be employed in a concert or a theatrical performance up to 11:30
31 p.m.; and provided, further, that minors not less than 16 years of
32 age and who are attending school may be employed as pinsetters,
33 lane attendants, or busboys in public bowling alleys up to 11:30
34 p.m.**【**, but may not be so employed during the school term without a
35 special written permit from the superintendent of schools or the
36 supervising principal, as the case may be, which permit shall state
37 that the minor has undergone a complete physical examination by
38 the medical inspector, and, in the opinion of the superintendent or
39 supervising principal, may be so employed, without injury to health
40 or interference with progress in school, such special permits to be
41 good for a period of three months only and are revocable in the
42 discretion of the superintendent or supervising principal. Such
43 permit may not be renewed until satisfactory evidence has been
44 submitted to the superintendent or supervising principal showing
45 that the minor has had a physical examination and the minor's
46 health is not being injured by said work**】**; and provided, further,
47 that minors between 16 and 18 years of age may not be employed

1 after 10 p.m. during the regular school vacation seasons in or for a
2 factory or in any occupation otherwise prohibited by law or by
3 order or regulation made in pursuance of law. The hours of work of
4 minors under 16 employed outside school hours shall not exceed
5 three hours in any one day when school is in session and shall not
6 exceed in any one week when school is in session the maximum
7 number of hours permitted for that period under the federal "Fair
8 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and
9 regulations promulgated pursuant to that federal act.

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

16 c. This section is not applicable to the employment of a minor
17 between 16 and 18 years of age during the months of June, July,
18 August or September by a summer resident camp, conference or
19 retreat operated by a nonprofit or religious corporation or
20 association, unless the employment is primarily general
21 maintenance work or food service activities.

22 (cf: P.L.1998, c.138, s.1)

23

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

26 4. No minor under eighteen years of age shall be employed or
27 permitted to work for more than **【five】** six hours continuously
28 without an interval of at least thirty minutes for a lunch period, and
29 no period of less than thirty minutes shall be deemed to interrupt a
30 continuous period of work.

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

32

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

35 15. Except as hereinafter provided as to newspaper carriers, no
36 minor under 14 years of age may engage in any street trade, which
37 term, for the purpose of this section shall include the selling,
38 offering for sale, soliciting for, collecting for, displaying, or
39 distributing any articles, goods, merchandise, commercial service,
40 posters, circulars, newspapers or magazines or in blacking shoes on
41 any street or other public place or from house to house. No minor
42 under 12 years of age may be employed in agricultural pursuits.

43 Whenever a minor has graduated from vocational school,
44 approved by the Commissioner of Education and is 17 years of age,
45 the minor's diploma or certified copy thereof and an employment
46 certificate **【mailed to the employer by the issuing officer】** provided
47 by the Department of Labor and Workforce Development shall be
48 deemed **【a special permit】** authorization to engage in those pursuits

1 in which the minor majored in said vocational school during those
2 hours permitted for persons 18 years of age and over.

3 Except as hereinafter provided as to newspaper carriers,
4 whenever a minor under 16 years of age desires to work during such
5 times as the schools of the district in which the minor resides are
6 not in session in any street trade or in agricultural pursuits, the
7 **parent, guardian or other person having the custody and control of**
8 **the** minor may **file** register with the **issuing officer in the**
9 **school district in which the minor resides** Department of Labor and
10 Workforce Development an application for **a special permit**
11 **authorizing such** authorization to work. Such **application**
12 registration shall show the exact character of the work the minor is
13 to do, and the hours and wages and special conditions under which
14 said work is to be performed.

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

44 Such **special permit** authorization shall show the name,
45 address, and date of birth of the minor for whom it is issued, the
46 kind of proof of age submitted, the nature of the occupation in
47 which the minor is to engage, and such other information as the

1 **【commissioner of Education】** Department of Labor and Workforce
2 Development may require.

3 Any **【such special permit】** authorization for work in agriculture
4 shall be issued **【for a period not to exceed 6 months and shall show**
5 **its date of expiration】** and active until the minor is 18 years of age.
6 **【Any person** employing a minor under 16 years of age in
7 agriculture shall obtain such a certificate from the minor and keep it
8 on file during the period of the minor's employment and shall return
9 it to the minor to whom it is issued upon termination of the minor's
10 employment.**】**

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

25 **【Such special permit】** The authorization shall show the name,
26 address and date of birth of the newspaper carrier for whom it is
27 issued, and such other information as the **【Commissioner of**
28 **Education】** Department of Labor and Workforce Development may
29 require.

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

39 The **【special permit】** authorization shall remain in full force and
40 effect unless and until the **【publisher has knowledge of or is**
41 **notified by the issuing officer or the Commissioner of Labor and**
42 **Industry that the newspaper carrier is not physically fit or that in**
43 **the opinion of the issuing officer or the Commissioner of Labor**
44 **and Industry, engaging in the occupation as a newspaper carrier will**
45 **be harmful to the newspaper carrier's education. In such case, the**
46 **said special permit shall be suspended unless and until the issuing**

1 officer shall revoke said notification. In the event of such
2 notification and suspension, however, if either the parent, guardian
3 or other person having custody and control of the newspaper carrier
4 or the publisher shall deem such decision to be erroneous, an
5 appeal may be made to the Commissioner of Education who shall
6 have authority to affirm, reverse or modify such decision of the
7 issuing officer or the Commissioner of Labor and Industry] the
8 minor is 18 years of age.

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

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

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

32

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

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

40 c. Any minor under the age of 18 years who desires to work,
41 including but not limited to work as a news carrier or work in
42 agriculture, shall complete a one-time registration on the database, but
43 all information pertaining to the minor shall be confidential and shall
44 not be accessible by the public. ¹If the minor desires to work for a
45 different employer or for an employer in addition to the employer for
46 which the minor first registered, the minor shall update the minor's
47 registration.¹ The minor shall be required to submit documentation, in

1 the form and manner prescribed by the department, sufficient to
2 adequately identify the minor, including but not limited to, the social
3 security number of the minor, and confirm the age of the minor, as
4 well as identify the ¹["parent or legal guardian"] caregiver¹ of the
5 minor. The minor shall provide contact information, including email,
6 if available, for the minor's ¹["parent or legal guardian"] caregiver¹, as
7 appropriate. The registration shall provide any physical limitations of
8 which employers should be aware. Upon submission of
9 documentation sufficient to meet the requirements of P.L. ,
10 c. (C.) (pending before the Legislature as this bill), and the
11 requirements of P.L.1940, c.153 (C.34:2-21.1 et seq.), the department
12 shall maintain an employment certificate for the minor granting
13 authorization for the minor to work in the occupation or field for
14 which the minor has expressed an interest and provided
15 documentation. ¹Except as provided by subsection e. of this section, a
16 minor shall not commence work with an employer unless that
17 employer has received confirmation from the department that the
18 minor has authorization to work.¹

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

- 24 (1) The name of the employer;
- 25 (2) The email address of the employer;
- 26 (3) Any location of the employer's business operations, including
27 any location at which a minor will be working;
- 28 (4) The number and names of minors whom the employer has
29 hired, employed, or permitted to work in a gainful occupation, or for
30 seasonal employment, whom the employer expects to hire; and
- 31 (5) A certified statement from the employer that the employer is
32 employing minors in only those positions permitted by law to ensure
33 the health, safety and well-being of minors.

34 ¹An employer shall be required to update the employer's
35 registration as to any minor employee who is changing a position from
36 the position for which the minor employee was originally hired to
37 perform to a new position.¹

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

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

43 g. The Employment of Minors Advisory Council is established to
44 consult with and provide recommendations to the department for the
45 creation and administration of the database. The council shall consist
46 of five members:

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

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

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

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

10 Any vacancies occurring in the membership shall be filled in the
11 same manner as the original appointments. The council shall hold at
12 least two meetings per year to review the implementation and
13 operations of the database.

14 h. The department, in consultation with the Employment of
15 Minors Advisory Council ¹~~and the Department of Education~~¹, shall
16 promulgate rules and regulations necessary for the implementation of
17 this act, P.L. c. (C.) (pending before the Legislature as this
18 bill), including but not limited to, developing a schedule for the
19 registration of employers and minors in accordance with this act,
20 P.L. c. (C.) (pending before the Legislature as this bill).

21
22 7. The following sections are repealed:
23 Sections 7 through 14 of P.L.1940, c.153 (C.34:2-21.7 through
24 34:2-21.14).

25
26 ¹8. There is appropriated from the General Fund to the
27 Department of Labor and Workforce Development \$1,000,000 to
28 effectuate the purposes of this act.¹

29
30 ¹~~8.~~ ¹9.¹ This act shall take effect on ¹~~the first day of the~~
31 ~~sixth month next following enactment~~ June 1, 2023¹, except as to
32 subsection b. of section 3 and as to section 4 of this act, which shall
33 take effect immediately, and except that the commissioner may take
34 any anticipatory administrative action in advance as shall be
35 necessary for the implementation of this act.

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