

**SENATE, No. 2796**

**STATE OF NEW JERSEY**  
**220th LEGISLATURE**

INTRODUCED JUNE 6, 2022

**Sponsored by:**  
**Senator VIN GOPAL**  
**District 11 (Monmouth)**

**SYNOPSIS**

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

**CURRENT VERSION OF TEXT**

As introduced.



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 read  
9 as follows:

10 1. (a) **["**Employment certificate" means a certificate granted by  
11 the issuing officer authorizing the employment of a child as permitted  
12 under this act. **"]** (Deleted by amendment, P.L. , c. .) (pending  
13 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. **"]** (Deleted by amendment, P.L. , c. .) (pending  
16 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 designated  
20 by the board of education in the district to issue certificates or permits  
21 in accordance with the provisions of this act. **"]** (Deleted by  
22 amendment, P.L. , c. .) (pending before the Legislature as this  
23 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.

1 (g) "Restaurant" means any establishment or business primarily  
2 engaged in the preparation and serving of meals or refreshments, both  
3 food and drink, and shall include but not be limited to the following:  
4 dining establishments, catering establishments, industrial caterers,  
5 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 during  
11 any consecutive six months of the preceding calendar year average  
12 receipts equal to or less than 33 1/3% percent of its average receipts  
13 for the other six months of that year. "Seasonal amusement" includes  
14 but is not limited to amusement rides and amusement device ticket  
15 sales, and operations of games. However, "seasonal amusement"  
16 does not include retail, eating or drinking concessions, camps, beach  
17 and swimming facilities, movie theatres, theatrical productions,  
18 athletic events, professional entertainment, pool and billiard parlors,  
19 circuses and outdoor shows, sport activities or centers, country club  
20 athletic facilities, bowling alleys, race tracks and like facilities which  
21 are not part of a diversified amusement enterprise.

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

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

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

27  
28 2. Section 2 of P.L.1940, c.153 (C.34:2-21.2) is amended to read  
29 as follows:

30 2. No minor under 16 years of age shall be employed, permitted,  
31 or suffered to work in, about, or in connection with any gainful  
32 occupation at any time; provided, that minors between 14 and 16  
33 years of age may be employed, permitted or suffered to work outside  
34 school hours and during school vacations but not in or for a factory  
35 or in any occupation otherwise prohibited by law or by order or  
36 regulation made in pursuance of law; and provided, further, that  
37 minors under 16 years of age may engage in professional  
38 employment in theatrical productions upon the obtaining of a permit  
39 therefor and may engage outside school hours and during school  
40 vacations in agricultural pursuits or in street trades and as  
41 newspaperboys as defined in this act, in accordance with the  
42 provisions of section 15 of this act. Minors may also engage in  
43 employment in domestic service performed outside of school hours  
44 or during school vacations [with the permission of the minor's  
45 parents or legal guardian], in a residence other than the minor's own  
46 home. Nothing in this act shall be construed to apply to the work of  
47 a minor engaged in domestic service or agricultural pursuits  
48 performed outside of school hours or during school vacations in

1 connection with the minor's own home and directly for his parents or  
2 legal guardian.

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

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

12

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

15 3. a. Except as provided in section 15 of P.L.1940, c.153  
16 (C.34:2-21.15) and except for domestic service or messengers  
17 employed by communications companies subject to the supervision  
18 and control of the Federal Communications Commission, no minor  
19 under 18 years of age shall be employed, permitted, or suffered to  
20 work in, about, or in connection with any gainful occupation more  
21 than six consecutive days in any one week, or more than 40 hours in  
22 any one week, or more than eight hours in any one day, nor shall any  
23 minor under 16 years of age be so employed, permitted, or suffered  
24 to work before 7 a.m. or after 7 p.m. of any day, except that during  
25 the school year, a minor who is at least 14 or 15 years of age may  
26 work during non-school hours, for no more than three hours on a  
27 school day and no more than 18 hours in a school week, and up to  
28 eight hours on a non-school day during a school week, and except a  
29 minor who is 14 or 15 years of age may work in a restaurant,  
30 supermarket or other retail establishment, or in any occupation not  
31 prohibited by the provisions of this act, P.L.1940, c.153 (C.34:2-21.1  
32 et seq.) or by regulations promulgated by the commissioner pursuant  
33 to this act, P.L.1940, c.153 (C.34:2-21.1 et seq.), up to 40 hours in a  
34 week during the period beginning on the last day of a minor's school  
35 year and ending on Labor Day of each year until 9 p.m. of any day  
36 **【with written permission from a parent or legal guardian】**, and except  
37 a minor who is 14 or 15 years of age may be employed as a little  
38 league umpire for little leagues chartered by Little League Baseball,  
39 Incorporated, until 9 p.m. of any day **【with written permission from**  
40 **a parent or legal guardian】**; nor shall any minor between 16 and 18  
41 years of age be so employed, permitted, or suffered to work before 6  
42 a.m. or after 11 p.m. of any day; provided that minors between 16  
43 and 18 years of age may be employed after 11 p.m. during any regular  
44 vacation season, and on days which do not precede a regularly  
45 scheduled school day**【**, with a special written permit from their  
46 parents or legal guardian stating the hours they are permitted to  
47 work**】**; provided that minors between 16 and 18 years of age may be

1 employed in a seasonal amusement or restaurant occupation after 11  
2 p.m. and following 12:01 a.m. of the next day, if that employment is  
3 a continuation of a workday which began before 11 p.m., either  
4 during any regular school vacation season, or on workdays which do  
5 not begin on a day which precedes a regularly scheduled school day,  
6 **【with a special written permit from their parents or legal guardian**  
7 **stating the hours they are permitted to work,】** except that in no case  
8 shall minors between 16 and 18 years of age be employed after 3 a.m.  
9 or before 6 a.m. on a day which precedes a regularly scheduled school  
10 day; provided, further, that minors may be employed in a concert or  
11 a theatrical performance up to 11:30 p.m.; and provided, further, that  
12 minors not less than 16 years of age and who are attending school  
13 may be employed as pinsetters, lane attendants, or busboys in public  
14 bowling alleys up to 11:30 p.m. **【**, but may not be so employed during  
15 the school term without a special written permit from the  
16 superintendent of schools or the supervising principal, as the case  
17 may be, which permit shall state that the minor has undergone a  
18 complete physical examination by the medical inspector, and, in the  
19 opinion of the superintendent or supervising principal, may be so  
20 employed, without injury to health or interference with progress in  
21 school, such special permits to be good for a period of three months  
22 only and are revocable in the discretion of the superintendent or  
23 supervising principal. Such permit may not be renewed until  
24 satisfactory evidence has been submitted to the superintendent or  
25 supervising principal showing that the minor has had a physical  
26 examination and the minor's health is not being injured by said  
27 work**】**; and provided, further, that minors between 16 and 18 years  
28 of age may not be employed after 10 p.m. during the regular school  
29 vacation seasons in or for a factory or in any occupation otherwise  
30 prohibited by law or by order or regulation made in pursuance of law.  
31 The hours of work of minors under 16 employed outside school hours  
32 shall not exceed three hours in any one day when school is in session  
33 and shall not exceed in any one week when school is in session the  
34 maximum number of hours permitted for that period under the federal  
35 "Fair Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and  
36 regulations promulgated pursuant to that federal act.

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

43 c. This section is not applicable to the employment of a minor  
44 between 16 and 18 years of age during the months of June, July,  
45 August or September by a summer resident camp, conference or  
46 retreat operated by a nonprofit or religious corporation or association,

1 unless the employment is primarily general maintenance work or  
2 food service activities.

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

4

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

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

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

13

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

16 15. Except as hereinafter provided as to newspaper carriers, no  
17 minor under 14 years of age may engage in any street trade, which  
18 term, for the purpose of this section shall include the selling, offering  
19 for sale, soliciting for, collecting for, displaying, or distributing any  
20 articles, goods, merchandise, commercial service, posters, circulars,  
21 newspapers or magazines or in blacking shoes on any street or other  
22 public place or from house to house. No minor under 12 years of age  
23 may be employed in agricultural pursuits.

24 Whenever a minor has graduated from vocational school,  
25 approved by the Commissioner of Education and is 17 years of age,  
26 the minor's diploma or certified copy thereof and an employment  
27 certificate **【mailed to the employer by the issuing officer】** provided  
28 by the Department of Labor and Workforce Development shall be  
29 deemed **【a special permit】** authorization to engage in those pursuits  
30 in which the minor majored in said vocational school during those  
31 hours permitted for persons 18 years of age and over.

32 Except as hereinafter provided as to newspaper carriers, whenever  
33 a minor under 16 years of age desires to work during such times as  
34 the schools of the district in which the minor resides are not in session  
35 in any street trade or in agricultural pursuits, the **【parent, guardian or**  
36 **other person having the custody and control of the】** minor may **【file】**  
37 register with the **【issuing officer in the school district in which the**  
38 **minor resides】** Department of Labor and Workforce Development an  
39 application for **【a special permit authorizing such】** authorization to  
40 work. Such **【application】** registration shall show the exact character  
41 of the work the minor is to do, and the hours and wages and special  
42 conditions under which said work is to be performed.

43 If upon investigation it is found that the facts set forth in the  
44 application are true and that the work will not interfere with the  
45 minor's health or standing in school, the **【issuing officer】**  
46 Department of Labor and Workforce Development shall**【,** upon  
47 presentation to the issuing officer of the same proof of age as is

1 required for the issuance of an employment certificate,] issue [a  
2 special permit,] authorization allowing the minor to work at such  
3 times as the public schools in the district are not in session, but such  
4 work except in agricultural pursuits, and as newspaper carriers, to be  
5 otherwise subject to the maximum hours of labor provisions set for  
6 minors under 16 years of age in section 3 of [this act] P.L.1940,  
7 c.153 (C.34:2-21.3); provided, that nothing in [this act] P.L.1940,  
8 c.153 (C.34:2-21.1 et seq.) shall prevent newspaper carriers as  
9 defined in [this act] P.L.1940, c.153 (C.34:2-21.1 et seq.), between  
10 11 and 14 years of age, from delivering, soliciting, selling and  
11 collecting for newspapers on routes in residential neighborhoods  
12 between the hours of 6:00 o'clock in the morning and 7:00 o'clock in  
13 the evening of any day; and newspaper carriers 14 years of age and  
14 older from delivering, soliciting, selling and collecting for  
15 newspapers on routes in residential neighborhoods between the hours  
16 of 5:30 o'clock in the morning and 8:00 o'clock in the evening of any  
17 day; and provided further that no newspaper carrier under the age of  
18 18 years shall be permitted to engage in such occupation beyond the  
19 period of time wherein the combined hours devoted to said  
20 occupation as a newspaper carrier and the hours in school shall  
21 exceed a total of 40 hours per week and not more than 8 hours in any  
22 1 day; and provided, further, that minors engaged in agricultural  
23 pursuits may be employed no more than 10 hours per day.

24 Such [special permit] authorization shall show the name, address,  
25 and date of birth of the minor for whom it is issued, the kind of proof  
26 of age submitted, the nature of the occupation in which the minor is  
27 to engage, and such other information as the [commissioner of  
28 Education] Department of Labor and Workforce Development may  
29 require.

30 Any [such special permit] authorization for work in agriculture  
31 shall be issued [for a period not to exceed 6 months and shall show  
32 its date of expiration] and active until the minor is 18 years of age.  
33 [Any person employing a minor under 16 years of age in agriculture  
34 shall obtain such a certificate from the minor and keep it on file  
35 during the period of the minor's employment and shall return it to  
36 the minor to whom it is issued upon termination of the minor's  
37 employment.]

38 Upon application by the [parent, guardian or other person having  
39 custody and control of] minor who desires to work as a newspaper  
40 carrier as defined in [this act] P.L.1940, c.153 (C.34:2-21.1 et seq.),  
41 who is between the ages of 11 and 18 years of age, to the publisher  
42 of any newspaper in this State and upon receiving [satisfactory proof  
43 of age and a signed statement of physical fitness,] authorization from  
44 the Department of Labor and Workforce Development, such  
45 publisher may [issue to] employ such newspaper carrier [a special  
46 permit on a form prescribed and approved by the Commissioner of

1 Education, whereby the newspaper carrier shall be permitted] to  
2 deliver, solicit, sell and collect for newspapers outside of the  
3 newspaper carrier's school hours on residential routes, and on  
4 Sundays and during school vacations [and no other employment  
5 certificate shall be required].

6 [Such special permit] The authorization shall show the name,  
7 address and date of birth of the newspaper carrier for whom it is  
8 issued, and such other information as the [Commissioner of  
9 Education] Department of Labor and Workforce Development may  
10 require.

11 [The publisher shall forthwith mail 3 copies of such special permit  
12 to the issuing officer as defined in section 1 of this act, one of which  
13 copies shall be forwarded to the Commissioner of Education and one  
14 copy to the Commissioner of Labor and Industry in such manner as  
15 may be provided by regulation of said commissioners. A copy of  
16 such special permit shall also be furnished by the publisher to the  
17 parent, guardian or other person having custody and control of the  
18 newspaper carrier and the publisher shall retain at all times a file copy  
19 thereof.]

20 The [special permit] authorization shall remain in full force and  
21 effect unless and until the [publisher has knowledge of or is notified  
22 by the issuing officer or the Commissioner of Labor and Industry that  
23 the newspaper carrier is not physically fit or that in the opinion of  
24 the issuing officer or the Commissioner of Labor and Industry,  
25 engaging in the occupation as a newspaper carrier will be harmful to  
26 the newspaper carrier's education. In such case, the said special  
27 permit shall be suspended unless and until the issuing officer shall  
28 revoke said notification. In the event of such notification and  
29 suspension, however, if either the parent, guardian or other person  
30 having custody and control of the newspaper carrier or the publisher  
31 shall deem such decision to be erroneous, an appeal may be made to  
32 the Commissioner of Education who shall have authority to affirm,  
33 reverse or modify such decision of the issuing officer or the  
34 Commissioner of Labor and Industry] the minor is 18 years of age.

35 The publisher shall keep a record of the name, address and birth  
36 date of each newspaper carrier [to whom such special permit is  
37 issued; the date said newspaper carrier commenced and ceased  
38 delivering newspapers published by said publisher together with a  
39 record of the number of newspapers sold to each newspaper carrier  
40 and a general description of the area of the route served by each  
41 newspaper carrier] who is a minor. Such records shall be kept on  
42 file by said publisher for a period of 2 years after the newspaper  
43 carrier has ceased delivering newspapers published by said publisher.

44 [The special permit shall remain in full force and effect unless and  
45 until the publisher is notified by the issuing officer or the  
46 Commissioner of Labor and Industry that the newspaper carrier is not  
47 physically fit or that the newspaper carrier's school record is such that



1 engaging in the occupation of a newspaper carrier will be harmful to  
2 the newspaper carrier's education. In such case, however, if either  
3 the parent, guardian or other person having custody and control of  
4 the newspaper carrier or the publisher shall deem such decision to be  
5 erroneous, an appeal may be made to the Commissioner of Education  
6 who shall have authority to reverse or modify such decision of the  
7 issuing officer or the Commissioner of Labor and Industry】.

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

9  
10 6. (New section) a. The department shall create and maintain a  
11 database for the employment of minors that is accessible by the  
12 public and that displays each employer that is required to register  
13 under P.L. , c. (C. ) (pending before the Legislature as this  
14 bill).

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

18 c. Any minor under the age of 18 years who desires to work,  
19 including but not limited to work as a news carrier or work in  
20 agriculture, shall complete a one-time registration on the database,  
21 but all information pertaining to the minor shall be confidential and  
22 shall not be accessible by the public. The minor shall be required to  
23 submit documentation, in the form and manner prescribed by the  
24 department, sufficient to adequately identify the minor, including but  
25 not limited to, the social security number of the minor, and confirm  
26 the age of the minor, as well as identify the parent or legal guardian  
27 of the minor. The minor shall provide contact information, including  
28 email, if available, for the minor's parent or legal guardian, as  
29 appropriate. The registration shall provide any physical limitations  
30 of which employers should be aware. Upon submission of  
31 documentation sufficient to meet the requirements of P.L. , c.  
32 (C. ) (pending before the Legislature as this bill), and the  
33 requirements of P.L.1940, c.153 (C.34:2-21.1 et seq.), the department  
34 shall maintain an employment certificate for the minor granting  
35 authorization for the minor to work in the occupation or field for  
36 which the minor has expressed an interest and provided  
37 documentation.

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

- 43 (1) The name of the employer;
- 44 (2) The email address of the employer;
- 45 (3) Any location of the employer's business operations, including  
46 any location at which a minor will be working;

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

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

7 e. Within three days of an employer's or a minor's registration,  
8 the department shall cross-check names submitted by employers with  
9 minors who are registered on the database and send an electronic  
10 confirmation to employers of the minor's authorization to work. If  
11 an employer does not receive confirmation from the department  
12 within one week of the employer's submission, employment of the  
13 minor may commence unless and until the employer receives  
14 notification from the department that the minor has not received  
15 authorization to work.

16 f. Notwithstanding any limitations on hours, shifts, or times of  
17 day that any minor may be permitted to work, the department shall  
18 provide notification to a parent or legal guardian of a minor that has  
19 registered with the database of the opportunity for an opt-out of  
20 extended summer working hours. The parent or legal guardian of a  
21 14 year old or 15 year old desiring to work may opt the minor out of  
22 working past 7 p.m. of any day. The parent or legal guardian of a 16  
23 year old or 17 year old desiring to work may opt the minor out of  
24 working past 11 p.m. of any day. Any opt-out submitted by a parent  
25 or legal guardian in accordance with this subsection shall be binding  
26 on an employer and shall cover the whole summer and not individual  
27 scheduling requests that should go through an employer. The  
28 department shall send the notice by email, to the extent possible, and  
29 by certified mail if email is not available, regarding the opt-out  
30 required by this section within three days of granting an authorization  
31 for a minor to work.

32 g. The Employment of Minors Advisory Council is established  
33 to consult with and provide recommendations to the department for  
34 the creation and administration of the database. The council shall  
35 consist of five members:

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

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

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

44 (4) One public member to represent the interests of parents or legal  
45 guardians of minors, to be appointed by the Senate President and the  
46 Speaker of the General Assembly.

47 Any vacancies occurring in the membership shall be filled in the  
48 same manner as the original appointments. The council shall hold at

1 least two meetings per year to review the implementation and  
2 operations of the database.

3 h. The department, in consultation with the Employment of  
4 Minors Advisory Council, shall promulgate rules and regulations  
5 necessary for the implementation of this act, P.L. c. (C. )  
6 (pending before the Legislature as this bill), including but not limited  
7 to, developing a schedule for the registration of employers and  
8 minors in accordance with this act, P.L. c. (C. ) (pending  
9 before the Legislature as this bill).

10

11 7. The following sections are repealed:

12 Sections 7 through 14 of P.L.1940, c.153 (C.34:2-21.7 through  
13 34:2-21.14).

14

15 8. This act shall take effect on the first day of the sixth month  
16 next following enactment, except as to subsection b. of section 3 and  
17 as to section 4 of this act, which shall take effect immediately, and  
18 except that the commissioner may take any anticipatory  
19 administrative action in advance as shall be necessary for the  
20 implementation of this act.

21

22

23

#### STATEMENT

24

25 This bill expands the hours working for minors. The bill makes  
26 permanent P.L.2021, c.149, which expanded summer working hours  
27 for minors between 16 and 18 years of age to up to 50 hours per week  
28 for the summer of 2021. The bill expands working hours for minors  
29 who are 14 years of age and 15 years of age to mirror federal laws  
30 for working minors.

31 The bill removes authority from school districts to issue working  
32 papers for minors and establishes a centralized database within the  
33 Department of Labor and Workforce Development for minors and  
34 employers to register with in order for minors to work. The  
35 registration is a one-time registration for minors and will be effective  
36 until the minor is no longer a minor.

37 The bill removes parental consent for a minor to work but requires  
38 the department to provide parents with an opt-out for extended  
39 summer working hours for the minor.

40 The bill increases the amount of time a minor may work before a  
41 break is required from five hours to six hours.