

[First Reprint]  
**SENATE, No. 2796**

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

INTRODUCED JUNE 6, 2022

**Sponsored by:**

**Senator VIN GOPAL**

**District 11 (Monmouth)**

**Senator JOSEPH A. LAGANA**

**District 38 (Bergen and Passaic)**

**Co-Sponsored by:**

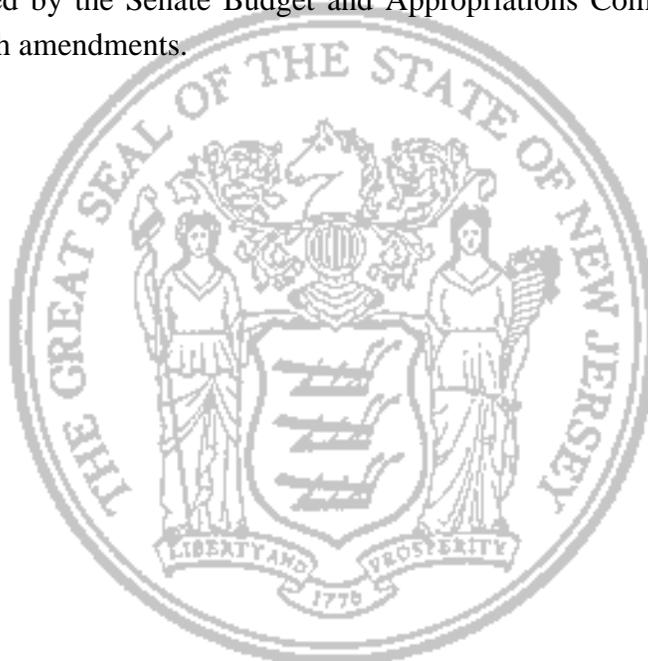
**Senators Diegnan, Holzapfel, O'Scanlon, Sarlo, Testa, Turner and Zwicker**

**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. <sup>1</sup>, c. <sup>2</sup>.)  
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. <sup>1</sup>, c. <sup>2</sup>.) (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. <sup>1</sup>, c. <sup>2</sup>.) (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,

**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:

<sup>1</sup>Senate SBA committee amendments adopted June 27, 2022.

1 selling and collecting for, newspapers outside of school hours on  
2 residential routes.

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

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

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

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

27 "Department" means the Department of Labor and Workforce  
28 Development.

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

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

38

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

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

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

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

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

23

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

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

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

1 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and  
2 regulations promulgated pursuant to that federal act.

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

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

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

17

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

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

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

26

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

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

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

45 Except as hereinafter provided as to newspaper carriers,  
46 whenever a minor under 16 years of age desires to work during such  
47 times as the schools of the district in which the minor resides are  
48 not in session in any street trade or in agricultural pursuits, the

1   【parent, guardian or other person having the custody and control of  
2 the】 minor may 【file】 register with the 【issuing officer in the  
3 school district in which the minor resides】 Department of Labor and  
4 Workforce Development an application for 【a special permit  
5 authorizing such】 authorization to work. Such 【application】  
6 registration shall show the exact character of the work the minor is  
7 to do, and the hours and wages and special conditions under which  
8 said work is to be performed.

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

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

44       Any 【such special permit】 authorization for work in agriculture  
45 shall be issued 【for a period not to exceed 6 months and shall show  
46 its date of expiration】 and active until the minor is 18 years of age.

1 **【Any person employing a minor under 16 years of age in**  
2 **agriculture shall obtain such a certificate from the minor and keep**  
3 **it on file during the period of the minor's employment and shall**  
4 **return it to the minor to whom it is issued upon termination of the**  
5 **minor's employment.】**

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

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

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

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

1 have authority to affirm, reverse or modify such decision of the  
2 issuing officer or the Commissioner of Labor and Industry] the  
3 minor is 18 years of age.

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

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

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

27

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

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

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

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

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

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

31 <sup>1</sup>An employer shall be required to update the employer's  
32 registration as to any minor employee who is changing a position  
33 from the position for which the minor employee was originally  
34 hired to perform to a new position.<sup>1</sup>

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

46 f. <sup>1</sup>[Notwithstanding any limitations on hours, shifts, or times  
47 of day that any minor may be permitted to work, the department

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

43 g. The Employment of Minors Advisory Council is established  
44 to consult with and provide recommendations to the department for  
45 the creation and administration of the database. The council shall  
46 consist 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  
4 interest of employers that employ a significant number of minors,  
5 one who shall be appointed by the Senate President and one who  
6 shall be appointed by the Speaker of the General Assembly; and

7 (4) One public member to represent the interests of <sup>1</sup>~~parents or~~  
8 ~~legal guardians~~ caregivers<sup>1</sup> of minors, to be appointed by the  
9 Senate 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  
12 at 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 <sup>1</sup>~~and the Department of Education~~<sup>1</sup>, shall  
16 promulgate rules and regulations necessary for the implementation  
17 of this act, P.L. c. (C. ) (pending before the Legislature as  
18 this 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 <sup>1</sup>8. 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.<sup>1</sup>

29  
30 <sup>1</sup>~~8.~~ 9.<sup>1</sup> This act shall take effect on <sup>1</sup>~~the first day of the~~  
31 ~~sixth month next following enactment~~ June 1, 2023<sup>1</sup>, 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.