

P.L. 2025, CHAPTER 163, *approved December 19, 2025*
Senate, No. 4400

1 AN ACT concerning working hours for minors and amending
2 P.L.1940, c.153.

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

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

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

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 and on days which do not precede a regularly scheduled school day;
2 provided that minors between 16 and 18 years of age may be
3 employed in a seasonal amusement or restaurant occupation after 11
4 p.m. and following 12:01 a.m. of the next day, if that employment is
5 a continuation of a workday which began before 11 p.m., either
6 during any regular school vacation season, or on workdays which do
7 not begin on a day which precedes a regularly scheduled school day,
8 except that in no case shall minors between 16 and 18 years of age
9 be employed after 3 a.m. or before 6 a.m. on a day which precedes a
10 regularly scheduled school day; provided, further, that minors may
11 be employed in a concert or a theatrical performance up to 11:30
12 p.m.; provided, further, that minors between 16 and 18 years of age
13 may serve at an election pursuant to R.S.19:6-2, between the hours
14 of 5:30 a.m. and 9:00 p.m. on a day that the election is held; and
15 provided, further, that minors not less than 16 years of age and who
16 are attending school may be employed as pinsetters, lane attendants,
17 or busboys in public bowling alleys up to 11:30 p.m.; and provided,
18 further, that minors between 16 and 18 years of age may not be
19 employed after 10 p.m. during the regular school vacation seasons in
20 or for a factory or in any occupation otherwise prohibited by law or
21 by order or regulation made in pursuance of law. The hours of work
22 of minors under 16 employed outside school hours shall not exceed
23 three hours in any one day when school is in session and shall not
24 exceed in any one week when school is in session the maximum
25 number of hours permitted for that period under the federal "Fair
26 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and
27 regulations promulgated pursuant to that federal act.

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

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

40 (cf: P.L.2024, c.104, s.1)

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42 2. This act shall take effect immediately.
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45 STATEMENT

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47 This bill amends child labor laws to provide that a minor who is
48 14 or 15 years of age may be employed as a professional athlete by a

1 national sports association, league, or team following 11:30 p.m. of
2 any day in the event that employment is a continuation of a workday
3 which begins before 11:30 p.m. but ends later due to return travel or
4 due to a match or game time delay, with a special written permit from
5 the minor's parents or legal guardian.

6 Under current law, a minor who is 14 or 15 years of age may be
7 employed as a professional athlete by a national sports association,
8 league or team until 11:30 p.m. of any day.

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13 Extends hours that minor employed by national sports association,
14 league, or team may work under certain circumstances.