

SENATE, No. 4690

STATE OF NEW JERSEY
222nd LEGISLATURE

INTRODUCED OCTOBER 1, 2026

Sponsored by:

Senator DOUGLAS J. STEINHARDT

District 23 (Hunterdon, Somerset and Warren)

Senator ANGELA V. MCKNIGHT

District 31 (Hudson)

Co-Sponsored by:

Senator Diegnan

SYNOPSIS

Extends permitted working hours for certain minors during school year.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 10/15/2026)

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

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 employed after 11 p.m. during any regular vacation season, and on
2 days which do not precede a regularly scheduled school day;
3 provided that minors between 16 and 18 years of age may be
4 employed in a seasonal amusement or restaurant occupation after 11
5 p.m. and following 12:01 a.m. of the next day, if that employment is
6 a continuation of a workday which began before 11 p.m., either
7 during any regular school vacation season, or on workdays which
8 do not begin on a day which precedes a regularly scheduled school
9 day, except that in no case shall minors between 16 and 18 years of
10 age be employed after 3 a.m. or before 6 a.m. on a day which
11 precedes a regularly scheduled school day; provided, further, that
12 minors may be employed in a concert or a theatrical performance up
13 to 11:30 p.m.; provided, further, that minors between 16 and 18
14 years of age may serve at an election pursuant to R.S.19:6-2,
15 between the hours of 5:30 a.m. and 9:00 p.m. on a day that the
16 election is held; and provided, further, that minors not less than 16
17 years of age and who are attending school may be employed as
18 pinsetters, lane attendants, or busboys in public bowling alleys up to
19 11:30 p.m.; and provided, further, that minors between 16 and 18
20 years of age may not be employed after 10 p.m. during the regular
21 school vacation seasons in or for a factory or in any occupation
22 otherwise prohibited by law or by order or regulation made in
23 pursuance of law. The hours of work of minors under 16 employed
24 outside school hours shall not exceed three hours in any one day
25 when school is in session and shall not exceed in any one week
26 when school is in session the maximum number of hours permitted
27 for that period under the federal "Fair Labor Standards Act of
28 1938," 29 U.S.C.s.201 et seq., and regulations promulgated
29 pursuant to that federal act.

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

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

42 (cf: P.L.2025, c.163, s.1)

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44 2. This act shall take effect immediately.

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3 This bill extends permitted working hours for certain minors
4 during the school year.

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