

HOUSE BILL No. 1062

DIGEST OF INTRODUCED BILL

Citations Affected: IC 22-2-18.1.

Synopsis: Work exceptions for minors. Defines "exempted minor" for purposes of the law concerning employment of minors. Permits certain exempted minors to work at farm labor during school hours on a school day. Permits certain exempted minors to work during school hours on a school day with limitations.

Effective: July 1, 2024.

King

January 8, 2024, read first time and referred to Committee on Employment, Labor and Pensions.



Second Regular Session of the 123rd General Assembly (2024)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2023 Regular Session of the General Assembly.

HOUSE BILL No. 1062

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 22-2-18.1-5.2 IS ADDED TO THE INDIANA
2 CODE AS A **NEW** SECTION TO READ AS FOLLOWS
3 [EFFECTIVE JULY 1, 2024]: **Sec. 5.2. As used in this chapter,**
4 **"exempted minor" refers to a minor:**

5 (1) **who has been excused from compulsory school attendance**
6 **after completing grade 8; and**

7 (2) **whose parent submits to the minor's current or**
8 **prospective employer:**

9 (A) **a signed statement from the parent declaring that the**
10 **minor has been excused from school after completing**
11 **grade 8; and**

12 (B) **proof supporting the statement made under clause (A).**

13 SECTION 2. IC 22-2-18.1-12, AS ADDED BY P.L.147-2020,
14 SECTION 16, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
15 JULY 1, 2024]: Sec. 12. (a) This subsection does not apply to a minor
16 who is employed or works as a youth athletic program referee, umpire,
17 or official under section 13 of this chapter. A minor less than:



1 (1) fourteen (14) years of age may not be employed or allowed to
 2 work in any gainful occupation except as a farm laborer, domestic
 3 service worker, caddie for persons playing the game of golf, or
 4 newspaper carrier; and

5 (2) twelve (12) years of age may not be permitted to work at farm
 6 labor except on a farm operated by the minor's parent.

7 (b) Except as provided in ~~section~~ **sections 14, 14.5, and 14.6** of this
 8 chapter, an employer may not employ or permit any minor less than
 9 sixteen (16) years of age to work in any occupation during school hours
 10 on a school day.

11 SECTION 3. IC 22-2-18.1-14.5 IS ADDED TO THE INDIANA
 12 CODE AS A **NEW** SECTION TO READ AS FOLLOWS
 13 [EFFECTIVE JULY 1, 2024]: **Sec. 14.5. An exempted minor who is**
 14 **at least fourteen (14) years of age and less than eighteen (18) years**
 15 **of age may work at farm labor during school hours on a school**
 16 **day.**

17 SECTION 4. IC 22-2-18.1-14.6 IS ADDED TO THE INDIANA
 18 CODE AS A **NEW** SECTION TO READ AS FOLLOWS
 19 [EFFECTIVE JULY 1, 2024]: **Sec. 14.6. (a) Subject to subsection (b),**
 20 **an exempted minor who is at least fourteen (14) years of age and**
 21 **less than sixteen (16) years of age may work during school hours on**
 22 **a school day.**

23 (b) **This subsection does not apply to an exempted minor who**
 24 **works at farm labor as described in section 14.5 of this chapter. An**
 25 **exempted minor described in subsection (a) may not work as**
 26 **follows:**

27 (1) **Before 7 a.m. or after 7 p.m. However, except on a day**
 28 **that precedes a school day when the minor may only work**
 29 **until 7 p.m., the minor may work until 9 p.m. from June 1**
 30 **through Labor Day.**

31 (2) **More than eight (8) hours on a school day.**

32 (3) **More than forty (40) hours in a school week.**

33 (4) **More than eight (8) hours on a nonschool day.**

34 (5) **More than forty (40) hours in a nonschool week.**

35 SECTION 5. IC 22-2-18.1-16, AS ADDED BY P.L.147-2020,
 36 SECTION 16, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 37 JULY 1, 2024]: Sec. 16. (a) Except as provided in subsection (b),
 38 sections 17 through 22 of this chapter apply only to the employment of
 39 a minor who is less than eighteen (18) years of age.

40 (b) Sections 17 through 22 of this chapter do not apply to the
 41 following:

42 (1) A minor who is at least fourteen (14) years of age but less than



- 1 eighteen (18) years of age who:
2 (A) performs:
3 (i) farm labor; or
4 (ii) domestic service; or
5 (B) acts as a:
6 (i) caddie for a person playing the game of golf; or
7 (ii) newspaper carrier.
8 (2) A minor who is:
9 (A) at least twelve (12) years of age but less than eighteen (18)
10 years of age; and
11 (B) employed or works as a youth athletic program referee,
12 umpire, or official under section 13 of this chapter.
13 (3) A minor less than eighteen (18) years of age who:
14 (A) works as an actor or performer if the provisions of section
15 14 of this chapter are met; or
16 (B) has graduated from high school.
17 **(4) An exempted minor described in section 14.5 or 14.6 of**
18 **this chapter.**

