

HCS HB 1795 -- CHILD EMPLOYMENT

SPONSOR: Hinman

COMMITTEE ACTION: Voted "Do Pass with HCS" by the Standing Committee on Children and Families by a vote of 7 to 3. Voted "Do Pass" by the Standing Committee on Rules- Regulatory Oversight by a vote of 5 to 3.

The following is a summary of the House Committee Substitute for HB 1795.

This bill repeals various provisions relating to youth work certificates. The bill specifies that no department, agency, entity, or political subdivision of the State can require, by rule or practice, that a child under 18 years of age be issued a work certificate of employment or entertainment work permit as a condition of employment. Additionally, an employer will not be required to obtain a work certificate or permit from a child under 18 years of age as a condition of employment. However, employers are required to receive signed permission slips from the parent, legal custodian, guardian, or designated guardian, in formats prescribed by the Department of Labor and Industrial Relations (DOLIR), in order to employ a child between 14 and 16 years of age who is otherwise eligible to be employed.

This bill shall not be construed to authorize a child to be absent from school in violation of the requirements of State law or regulations or policies of the State Board of Education, the Missouri Department of Elementary and Secondary Education or a local school board. Additionally, nothing in this bill shall be construed to preclude the DOLIR from issuing a work certificate as evidence of age upon the request of a child who represents to be under 18 years of age or an employer who wishes to employ a child who represents to be under 18 years of age.

Additional new provisions are created regulating the manner in which a child may be employed in the "entertainment industry", as that term is defined in the bill.

The bill restricts the number of hours a child can be gainfully employed during the school day to not more than three hours and the work hours cannot extend after 9:00 PM except as otherwise specified in the bill.

This bill is similar to SCS SB 175 (2023).

The following is a summary of the public testimony from the committee hearing. The testimony was based on the introduced version of the bill.

PROPOSERS: Supporters say that often, working for young people including children from ages 14 onward can be a positive thing, and is a decision that is typically made in consultation with parents or legal guardians. For these youth employees, it is imperative to ensure businesses are aware of these provisions so as not to be fined, sanctioned, or otherwise penalized by State or Federal entities.

Testifying in person for the bill were Representative Hinman; Missouri Retailers; Missouri Grocers Association; Opportunity Solutions Project; and the Missouri Chamber of Commerce.

OPPOSERS: There was no opposition voiced to the committee.

OTHERS: Others testifying on the bill say that Federal regulation requires minors ages 14-15 not to work after 7p.m.

Testifying in person on the bill was Logan Hobbs, Department of Labor & Industrial Relations.

Written testimony has been submitted for this bill. The full written testimony and witnesses testifying online can be found under Testimony on the bill page on the House website.