

HCS HB 1795 -- CHILD EMPLOYMENT (Hinman)

COMMITTEE OF ORIGIN: Standing Committee on Children and Families

This bill modifies, repeals, and adds provisions relating to child employment.

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 will 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 is 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.

Additionally, 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).