

HB 2271 -- MODIFIES PROVISIONS RELATING TO YOUTH EMPLOYMENT

SPONSOR: Copeland

This bill repeals various provisions relating to youth work certificates. The bill creates two new provisions to provide that no department, agency, entity, or political subdivision of the state may 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 shall not be required to obtain such a certificate or permit from a child under 18 years of age as a condition of employment.

This bill specifies that 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.

The 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 Department of Labor and Industrial Relations 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.

This bill also creates new provisions regulating the manner in which a child may be employed in the entertainment industry, as that term is defined in the bill.

In its main provisions the bill:

(1) Requires the employer to designate an individual at the place of employment to coordinate matters concerning the welfare of the child and inform parents or guardians about this person;

(2) Specifies working hours and required meal periods, break times, and rest periods for children in the entertainment industry;

(3) Requires the employers to provide a suitable place for children to rest or play at the work site;

(4) Specifies that time spent in rehearsals or practicing arts for a motion picture studio, theater, or television studio is considered work time and rest period must be included in overall work time;

(5) Specifies that children cannot be required to work in situations endangering life or limb. They have the right to refuse to perform in such situations after consultation with parents or guardians.

(6) Specifies that working with dangerous animals requires a qualified trainer or handler, and children cannot perform stunts without prior consultation and written consent from parents or guardians; and

(7) Requires the DOLIR to create a permission form indicating parental consent for a child to be employed in the entertainment industry. The form must be publicly available on the Department's website.

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