

State Law Child Labor Updates



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Alabama

- Enacted House Bill 144 requiring employment certificates by employers of minors
- Establishes fines for employers out of compliance
- Update prohibited occupations to be in compliance with federal law

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Alabama

- Requires 14- and 15-year-old minors to obtain an eligibility to work certificate from school, based on satisfactory academic performance



North Carolina

- Enacted House Bill 22 which contains reporting requirements regarding child labor investigations.
 - Increasing need to protect educational opportunities of youth under 18.
 - Effective enforcement is necessary.
- Enacted House Bill 23 which increases civil money penalties for violations of child labor laws, from \$250 to \$500 for the first violation up to \$1,000 for subsequent ones.



North Carolina

- Adopted penalty fines under North Carolina Occupational Health and Safety Review Commission
- Double fines from \$7,000 to \$14,000 for health and safety violations that are involved in serious injury for teen under age 18.



Louisiana

- Change involves permission of 12- and 13- year-old children of business owners and/or business partners into the workforce.
- They must apply for a special employment certificate and are subject to the same restrictions that face 14- and 15-year-olds.



Iowa

- Civil Money Penalties adopted
- Now can issue penalties up to \$10,000 per violation per child.
- Has an increase in the classification of criminal penalties, from simple to serious misdemeanor
- Amended proof of age section where now can accept certain federal documents for proof of age like immigrant registration cards.



New Mexico

- Updated and established child labor rules for employing and protecting child performers in the entertainment industry.
- The new rules require employers to follow educational and safety standards.
- See copy of new brochure, or go to web site: www.dws.state.nm.us ->child labor > new rules.



Oregon

- Enacted House Bill 2826 authorizing special permits for the employment of children under 16 years of age in agriculture for longer than 10 hours in any one day [this has been in place already].



Oregon

- Shifts the authority for issuing work permits from the Wage and Hour Commission [which is all but disbanded] to the Bureau of Labor and Industries (BOLI).



Virginia

- Enacted House Bill 2495 prohibiting the employment of individuals under 18 years of age as a driver or helper on various vehicles, with same allowances and exemptions for 17-year-old minors as federal law permits.