
OLR Bill Analysis

sSB 1090

AN ACT CONCERNING THE EMPLOYMENT OF CERTAIN MINORS AS YOUTH CAMP STAFF MEMBERS AND LIFEGUARDS.

SUMMARY

This bill expressly allows 15-year-olds to work as youth camp staff members or lifeguards, subject to existing law's restrictions on certain other jobs 14- and 15-year-olds can work (see BACKGROUND). These restrictions limit 14- and 15-year-olds to working:

1. during school vacations when school is not in session for at least five consecutive days, with a limited exception for jobs in retail food stores;
2. a maximum of 40 hours per week and 8 hours per day; and
3. between 7:00 a.m. and 7:00 p.m., or until 9:00 p.m. from July 1 to the first Monday in September.

The bill requires employers of 15-year-olds working as youth camp staff members or lifeguards to obtain a certificate documenting the employee's age (i.e., "working papers"), as existing law requires for employers of 15-year-olds working at retail establishments and 14-year-olds working at golf courses. It requires employers to keep the certificate on file and make it available to the Department of Labor (DOL) for inspection.

It correspondingly requires public school superintendents and supervisory agents of non-public schools to issue working papers to 15-year-old applicants seeking to work as a lifeguard or youth camp staff member, according to State Board of Education procedures. Existing law already requires them to do this for 15-year-olds seeking to work in retail establishments.

Lastly, the bill makes conforming changes.

EFFECTIVE DATE: October 1, 2023

BACKGROUND

Permitted Occupations for 14- and 15-Year-Olds

Under state law, minors who are at least age (1) 14 can work as caddies or in pro shops at golf courses and (2) 15 can work as baggers, cashiers, or stock clerks in retail establishments. Additionally, 14- and 15-year-olds can work in various other occupations, which are also subject to the restrictions described above on the times and hours of work. Unlike golf courses and retail establishments, working papers are not required for the following examples of permitted occupations:

1. agriculture;
2. street trades (e.g., newspaper delivery, shoe shining, babysitting);
3. hospitals and convalescent homes (no food service or laundry);
4. hotels and motels (no food service or laundry);
5. banks;
6. insurance companies;
7. professional offices (e.g., lawyers and CPAs);
8. municipalities (e.g., library attendants and recreation departments);
9. acting;
10. household chores for private homeowners (e.g., yard work); and
11. licensed summer camps.

State law generally prohibits anyone under age 16 from working in any manufacturing, mechanical, retail, or theatrical industry; restaurant

or public dining room; or in any bowling alley, shoe-shining establishment, or barber shop. However, it allows the labor commissioner to authorize the employment of 14- to 16-year-olds who are enrolled in (1) certain public school work-study and career certificate programs or (2) a summer work-recreation program that a municipality or DOL-approved human resources development agency sponsors. (In practice, 15-year-olds are employed as lifeguards under these work-recreation programs.)

COMMITTEE ACTION

Commerce Committee

Joint Favorable Substitute

Yea 24 Nay 0 (03/14/2023)