



Senate

General Assembly

File No. 353

February Session, 2024

Substitute Senate Bill No. 410

Senate, April 9, 2024

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT CONCERNING PAID INTERNSHIPS FOR HIGH SCHOOL STUDENTS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-23 of the 2024 supplement to the general statutes
2 is repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2024*):

4 (a) No minor under sixteen years of age shall be employed or
5 permitted to work in any manufacturing, mechanical, mercantile or
6 theatrical industry, restaurant or public dining room, or in any bowling
7 alley, shoe-shining establishment or barber shop, [provided] except the
8 Labor Commissioner may authorize such employment of any minor
9 between the ages of fourteen and sixteen who (1) is (A) enrolled in [(1)]
10 a public school in a work-study program as defined and approved by
11 the Commissioner of Education and the Labor Commissioner or in a
12 program established pursuant to section 10-20a, or [(2)] (B) participating
13 in a paid internship as defined and approved by the Commissioner of

14 Education and the Labor Commissioner, or (2) is participating in a
15 summer work-recreation program sponsored by a town, city or borough
16 or by a human resources development agency which has been approved
17 by the Labor Commissioner, or both, and provided the prohibitions of
18 this section shall not apply to any minor over the age of fourteen who is
19 under vocational probation pursuant to an order of the Superior Court
20 as provided in section 46b-140 or to any minor over the age of fourteen
21 who has been placed on vocational parole by the Commissioner of
22 Children and Families.

23 (b) (1) A minor who has reached the age of fifteen and is participating
24 in a paid internship as defined and approved by the Commissioner of
25 Education and the Labor Commissioner, or who will reach the age of
26 fifteen during the same school year in which such minor is participating
27 in such paid internship, shall be permitted to work (A) not more than
28 one hundred twenty hours during such school year, and (B) during
29 school hours, provided such hours are approved by the superintendent
30 of schools. Minors participating in a paid internship shall be
31 compensated at the current minimum fair wage, as defined in section
32 31-58, as amended by this act.

33 (2) Each person who employs a minor under the age of eighteen years
34 in a paid internship shall obtain a certificate stating the age of such
35 minor as provided in section 10-193, as amended by this act. Such
36 certificates shall be kept on file at the place of employment and shall be
37 available at all times during business hours to the inspectors of the
38 Labor Department.

39 [(b)] (c) (1) Notwithstanding the provisions of subsection (a) of this
40 section, a minor who has reached the age of fourteen may be employed
41 or permitted to work as a caddie or in a pro shop at any municipal or
42 private golf course, and a minor who has reached the age of fifteen may
43 be employed or permitted to work as a staff member at a youth camp,
44 as defined in section 19a-420, as a lifeguard or in any mercantile
45 establishment as a bagger, cashier or stock clerk, provided such
46 employment is (A) limited to periods of school vacation during which

47 school is not in session for five consecutive days or more except that
48 such minor employed in a retail food store may work on any Saturday
49 during the year; (B) for not more than forty hours in any week; (C) for
50 not more than eight hours in any day; and (D) between the hours of
51 seven o'clock in the morning and seven o'clock in the evening, except
52 that from July first to the first Monday in September in any year, any
53 such minor may be employed until nine o'clock in the evening. Any
54 minor who has reached the age of fifteen and is employed or works as a
55 staff member at a youth camp or as a lifeguard shall be supervised by a
56 person of at least eighteen years of age.

57 (2) (A) Each person who employs a fourteen-year-old minor as a
58 caddie or in a pro shop at any municipal or private golf course pursuant
59 to this section shall obtain a certificate stating that such minor is fourteen
60 years of age or older, as provided in section 10-193, as amended by this
61 act, and (B) each person who employs a fifteen-year-old minor as a staff
62 member at a youth camp, as a lifeguard or in any mercantile
63 establishment pursuant to this subsection shall obtain a certificate
64 stating that such minor is fifteen years of age or older, as provided in
65 section 10-193, as amended by this act, except that no such certificate
66 shall be required for such minor employed by a municipality as a staff
67 member at a youth camp or as a lifeguard. Such certificate shall be kept
68 on file at the place of employment and shall be available at all times
69 during business hours to the inspectors of the Labor Department.

70 (3) The Labor Commissioner may adopt regulations, in accordance
71 with the provisions of chapter 54, as the commissioner deems necessary
72 to implement the provisions of this subsection.

73 [(c)] (d) No minor under the age of eighteen years shall be employed
74 or permitted to work in any occupation which has been or shall be
75 pronounced hazardous to health by the Department of Public Health or
76 pronounced hazardous in other respects by the Labor Department. This
77 section shall not apply to (1) the employment or enrollment of minors
78 sixteen years of age and over as registered apprentices or registered
79 preapprentices in a bona fide registered apprenticeship program or

80 registered preapprenticeship program in manufacturing or mechanical
81 establishments, technical education and career schools or public
82 schools, (2) the employment of such minors who have graduated from
83 a public or private secondary or technical education and career school
84 in any manufacturing or mechanical establishment, (3) the employment
85 of such minors who are participating in a manufacturing or mechanical
86 internship, registered apprenticeship or registered preapprenticeship in
87 any manufacturing or mechanical establishment, [or] (4) the enrollment
88 of such minors in a cooperative work-study program approved by the
89 Commissioner of Education and the Labor Commissioner or in a
90 program established pursuant to section 10-20a, or (5) the participation
91 of such minors in a paid internship as defined and approved by the
92 Commissioner of Education and the Labor Commissioner. No provision
93 of this section shall apply to agricultural employment, domestic service,
94 street trades or the distribution of newspapers. For purposes of this
95 subsection, (A) "internship" means supervised practical training of a
96 high school student or recent high school graduate that is comprised of
97 curriculum and workplace standards approved by the Department of
98 Education and the Labor Department, (B) "cooperative work-study
99 program" means a program of vocational education, approved by the
100 Commissioner of Education and the Labor Commissioner, for persons
101 who, through a cooperative arrangement between the school and
102 employers, receive instruction, including required academic courses
103 and related vocational instruction by alternation of study in school with
104 a job in any occupational field, provided these two experiences are
105 planned and supervised by the school and employers so that each
106 contributes to the student's education and to his employability. Work
107 periods and school attendance may be on alternate half days, full days,
108 weeks or other periods of time in fulfilling the cooperative work-study
109 program, (C) "apprentice" means a person (i) employed under a written
110 agreement to work at and learn a specific trade, and (ii) registered with
111 the Labor Department, and (D) "preapprentice" means a person, student
112 or minor (i) employed under a written agreement with an
113 apprenticeship sponsor for a term of training and employment not
114 exceeding two thousand hours or twenty-four months in duration, and

115 (ii) registered with the Labor Department.

116 [(d)] (e) Each person who employs a minor under the age of eighteen
117 years shall obtain a certificate stating the age of such minor as provided
118 in section 10-193, as amended by this act. Such certificates shall be kept
119 on file at the place of employment and shall be available at all times
120 during business hours to the inspectors of the Labor Department.

121 Sec. 2. Section 31-23a of the general statutes is repealed and the
122 following is substituted in lieu thereof (*Effective October 1, 2024*):

123 Notwithstanding the provisions of subsections (a) and [(b)] (c) of
124 section 31-23, as amended by this act, in effect prior to June 2, 2008, any
125 minor who reached the age of fifteen and was employed, on or after
126 October 1, 2007, as a bagger, cashier or stock clerk shall be deemed to
127 have been lawfully employed, provided such employment was in
128 accordance with the provisions of subparagraphs (A) to (D), inclusive,
129 of subdivision (1) of subsection [(b)] (c) of said section 31-23. Any person
130 who employed such minor shall not be deemed (1) to have violated the
131 provisions of subsection (a) of said section 31-23, or (2) subject to the
132 penalties of section 31-15a or 31-69a.

133 Sec. 3. Section 31-24 of the general statutes is repealed and the
134 following is substituted in lieu thereof (*Effective October 1, 2024*):

135 Except in technical education and career schools or in public schools
136 teaching manual training, no child under sixteen years of age shall be
137 employed or permitted to work in adjusting or assisting in adjusting any
138 belt upon any machine, or in oiling or assisting in oiling, wiping or
139 cleaning machinery, while power is attached, or in preparing any
140 composition in which dangerous acids are used, or in soldering, or in
141 the manufacture or packing of paints, dry colors or red or white lead, or
142 in the manufacture, packing or storing of gun or blasting powder,
143 dynamite, nitroglycerine compounds, safety fuses in the raw or
144 unvarnished state, electric fuses for blasting purposes or any other
145 explosive, or in the manufacture or use of any dangerous or poisonous
146 gas or dye, or composition of lye in which the quantity thereof is

147 injurious to health, or upon any scaffolding, or in any heavy work in any
148 building trade or in any tunnel, mine or quarry, or in operating or
149 assisting to operate any emery, stone or buffing wheel; and, except as
150 otherwise provided in subsection [(b)] (c) of section 31-23, as amended
151 by this act, no child under sixteen years of age shall be employed or
152 permitted to work in any capacity requiring such child to stand
153 continuously.

154 Sec. 4. Section 10-193 of the 2024 supplement to the general statutes
155 is repealed and the following is substituted in lieu thereof (*Effective*
156 *October 1, 2024*):

157 (a) The superintendent of schools of any local or regional board of
158 education, or an agent designated by such superintendent, or the
159 supervisory agent of a nonpublic school shall, upon application and in
160 accordance with procedures established by the State Board of
161 Education, furnish, to any person desiring to employ a minor under the
162 age of eighteen years (1) in any manufacturing, mechanical or theatrical
163 industry, restaurant or public dining room, or in any bowling alley,
164 shoe-shining establishment or barber shop, a certificate showing that
165 such minor is sixteen years of age or older, (2) in any mercantile
166 establishment, as a staff member at a youth camp, as defined in section
167 19a-420, who will not be employed by a municipality, or as a lifeguard
168 who will not be employed by a municipality, a certificate showing that
169 such minor is fifteen years of age or older, [and] (3) at any municipal or
170 private golf course, a certificate showing that such minor is fourteen
171 years of age or older, and (4) in a paid internship as defined and
172 approved by the Commissioner of Education and the Labor
173 Commissioner pursuant to section 31-23, as amended by this act, a
174 certificate showing that such minor is fifteen years of age or older or will
175 reach the age of fifteen during the school year in which such minor is
176 participating in such paid internship.

177 (b) Nothing in subsection (a) of this section shall be construed to
178 apply to any person desiring to employ a minor through a youth
179 development program of a regional workforce development board.

180 (c) The State Board of Education shall establish procedures governing
181 the issuance of such certificates.

182 Sec. 5. Subsection (i) of section 31-58 of the general statutes is repealed
183 and the following is substituted in lieu thereof (*Effective October 1, 2024*):

184 (i) "Minimum fair wage" in any industry or occupation in this state
185 means:

186 (1) A wage of not less than six dollars and seventy cents per hour, and
187 effective January 1, 2003, not less than six dollars and ninety cents per
188 hour, and effective January 1, 2004, not less than seven dollars and ten
189 cents per hour, and effective January 1, 2006, not less than seven dollars
190 and forty cents per hour, and effective January 1, 2007, not less than
191 seven dollars and sixty-five cents per hour, and effective January 1, 2009,
192 not less than eight dollars per hour, and effective January 1, 2010, not
193 less than eight dollars and twenty-five cents per hour, and effective
194 January 1, 2014, not less than eight dollars and seventy cents per hour,
195 and effective January 1, 2015, not less than nine dollars and fifteen cents
196 per hour, and effective January 1, 2016, not less than nine dollars and
197 sixty cents per hour, and effective January 1, 2017, not less than ten
198 dollars and ten cents per hour, and effective October 1, 2019, not less
199 than eleven dollars per hour, and effective September 1, 2020, not less
200 than twelve dollars per hour, and effective August 1, 2021, not less than
201 thirteen dollars per hour, and effective July 1, 2022, not less than
202 fourteen dollars per hour, and effective June 1, 2023, not less than fifteen
203 dollars per hour. On October 15, 2023, and on each October fifteenth
204 thereafter, the Labor Commissioner shall announce the adjustment in
205 the minimum fair wage which shall become the new minimum fair
206 wage and shall be effective on January first immediately following. On
207 January 1, 2024, and not later than each January first thereafter, the
208 minimum fair wage shall be adjusted by the percentage change in the
209 employment cost index, or its successor index, for wages and salaries
210 for all civilian workers, as calculated by the United States Department
211 of Labor, over the twelve-month period ending on June thirtieth of the
212 preceding year, rounded to the nearest whole cent.

213 (2) In no event shall the minimum fair wage be less than the amount
214 established under subdivision (1) of this subsection, or one-half of one
215 per cent rounded to the nearest whole cent more than the highest federal
216 minimum wage, whichever is greater, except as may otherwise be
217 established in accordance with the provisions of this part.

218 (3) All wage orders in effect on October 1, 1971, wherein a lower
219 minimum fair wage has been established, are amended to provide for
220 the payment of the minimum fair wage herein established except as
221 hereinafter provided.

222 (4) Whenever the highest federal minimum wage is increased, the
223 minimum fair wage established under this part shall be increased to the
224 amount of said federal minimum wage plus one-half of one per cent
225 more than said federal rate, rounded to the nearest whole cent, effective
226 on the same date as the increase in the highest federal minimum wage,
227 and shall apply to all wage orders and administrative regulations then
228 in force.

229 (5) The rates for all persons under the age of eighteen years, except
230 emancipated minors and persons under the age of eighteen years
231 participating in a paid internship as defined and approved by the
232 Commissioner of Education and the Labor Commissioner pursuant to
233 section 31-23, as amended by this act, shall be not less than eighty-five
234 per cent of the minimum fair wage for the first ninety days of such
235 employment, or ten dollars and ten cents per hour, whichever is greater,
236 and shall be equal to the minimum fair wage thereafter, except in
237 institutional training programs specifically exempted by the
238 commissioner.

239 (6) After two consecutive quarters of negative growth in the state's
240 real gross domestic product, as reported by the Bureau of Economic
241 Analysis of the United States Department of Commerce, the Labor
242 Commissioner shall report his or her recommendations, in writing, to
243 the Governor regarding whether any scheduled increases in the
244 minimum fair wage pursuant to this section should be suspended. Upon
245 receiving the report, the Governor may submit his or her

246 recommendations regarding the suspension of such minimum fair wage
247 increases to the General Assembly.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2024	31-23
Sec. 2	October 1, 2024	31-23a
Sec. 3	October 1, 2024	31-24
Sec. 4	October 1, 2024	10-193
Sec. 5	October 1, 2024	31-58(i)

Statement of Legislative Commissioners:

In Section 1(d), "as defined and" was added after "internship" for consistency; and in Section 4(a), "as defined and approved by the Commissioner of Education and the Labor Commissioner pursuant to section 31-23, as amended by this act" was added after "internship" for consistency.

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 25 \$	FY 26 \$
Labor Dept.	GF - Potential Cost	See Below	See Below

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which expands access to paid internships for 14¹ and 15-year-old high school students, results in a potential cost to the Department of Labor (DOL) that is dependent on the volume of participants. To the extent DOL would need to process and issue certificates for employers that hire these students, it may require additional personnel. As a reference, the cost to hire a wage enforcement agent would be approximately \$94,000 yearly and the associated fringe benefits would be approximately \$40,000.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

¹ For 14-year-olds to be eligible, they must turn 15 during the same school year that they are participating in the internship.

OLR Bill Analysis**sSB 410*****AN ACT CONCERNING PAID INTERNSHIPS FOR HIGH SCHOOL STUDENTS.*****SUMMARY**

Current law generally prohibits minors under age 16 from working in the manufacturing, mechanical, mercantile, or theatrical industry; a restaurant or public dining room; or a bowling alley, shoe shining establishment, or barber shop. This bill creates an exception to this prohibition that allows 14- and 15-year-olds to participate in paid internships defined and approved by the education and labor commissioners. For 14-year-olds to be eligible, they must turn age 15 during the same school year that they are participating in the internship.

Under the bill, the participating interns (1) cannot work more than 120 hours during the school year and (2) may work during school hours if their hours are approved by their superintendent of schools. They must be paid the full current minimum wage and are not subject to a provision in the minimum wage law that generally allows minors under age 18 to be paid 85% of the minimum wage for their first 90 days of employment.

Current law generally prohibits minors under age 18 from working in any occupation that has been pronounced hazardous by the Department of Public Health or Department of Labor (DOL), but it has exemptions for those who are at least age 16 and registered pre-apprentices or apprentices, participating in a manufacturing or mechanical internship, or enrolled in certain cooperative work-study programs, among other things. The bill also exempts minors participating in a paid internship defined and approved by the education and labor commissioners (it is unclear if the minors must be

at least age 16 for the exemption to apply).

The bill requires employers of minors under age 18 in a paid internship to get a certificate stating the minor’s age (i.e., “working papers”), which must be kept on file at the place of employment and available during business hours for DOL inspectors. The bill correspondingly requires school superintendents (or the supervisory agent of a nonpublic school) to give a certificate showing that a minor is at least age 15 or will reach that age during the same school year to anyone who wants to employ the minor in a paid internship defined and approved by the education and labor commissioners.

EFFECTIVE DATE: October 1, 2024

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 12 Nay 0 (03/21/2024)