



General Assembly

February Session, 2024

***Raised Bill No. 410***

LCO No. 2591



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***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2 is repealed and the following is substituted in lieu thereof (*Effective*  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 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 that is defined and approved by the Commissioner  
25 of Education and 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 in accordance with chapter 558.

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

38 ~~[(b)]~~ (c) (1) Notwithstanding the provisions of subsection (a) of this  
39 section, a minor who has reached the age of fourteen may be employed  
40 or permitted to work as a caddie or in a pro shop at any municipal or  
41 private golf course, and a minor who has reached the age of fifteen may  
42 be employed or permitted to work as a staff member at a youth camp,  
43 as defined in section 19a-420, as a lifeguard or in any mercantile  
44 establishment as a bagger, cashier or stock clerk, provided such  
45 employment is (A) limited to periods of school vacation during which  
46 school is not in session for five consecutive days or more except that  
47 such minor employed in a retail food store may work on any Saturday  
48 during the year; (B) for not more than forty hours in any week; (C) for

49 not more than eight hours in any day; and (D) between the hours of  
50 seven o'clock in the morning and seven o'clock in the evening, except  
51 that from July first to the first Monday in September in any year, any  
52 such minor may be employed until nine o'clock in the evening. Any  
53 minor who has reached the age of fifteen and is employed or works as a  
54 staff member at a youth camp or as a lifeguard shall be supervised by a  
55 person of at least eighteen years of age.

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

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

72 [(c)] (d) No minor under the age of eighteen years shall be employed  
73 or permitted to work in any occupation which has been or shall be  
74 pronounced hazardous to health by the Department of Public Health or  
75 pronounced hazardous in other respects by the Labor Department. This  
76 section shall not apply to (1) the employment or enrollment of minors  
77 sixteen years of age and over as registered apprentices or registered  
78 preapprentices in a bona fide registered apprenticeship program or  
79 registered preapprenticeship program in manufacturing or mechanical  
80 establishments, technical education and career schools or public  
81 schools, (2) the employment of such minors who have graduated from

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

115 [(d)] (e) Each person who employs a minor under the age of eighteen

116 years shall obtain a certificate stating the age of such minor as provided  
117 in section 10-193, as amended by this act. Such certificates shall be kept  
118 on file at the place of employment and shall be available at all times  
119 during business hours to the inspectors of the Labor Department.

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

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

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

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

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

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

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

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

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

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

**Statement of Purpose:**

To expand access to paid internships for high school students.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*