

104TH GENERAL ASSEMBLY**State of Illinois****2025 and 2026****HB1471**

Introduced 1/28/2025, by Rep. Travis Weaver

SYNOPSIS AS INTRODUCED:

820 ILCS 206/10
820 ILCS 206/35
820 ILCS 206/40

Amends the Child Labor Law. Provides that a minor may work at an otherwise prohibited workplace if none of the minor's job duties: (1) require any education, formal training, certification, or license; (2) involve the use of any equipment or machinery that poses a substantial risk of causing any serious bodily injury or death; (3) involve the use of or proximity to hazardous materials; or (4) require the minor to work hours past curfew. Provides that every employer of a minor shall record the name of the parent or guardian who gives the minor permission to work. Provides that any employer, upon termination of the employment of a minor, shall immediately send by certified mail notification to the parent or guardian on record that the minor's employment has been terminated and immediately return the certificate issued to the issuing officer. Defines terms.

LRB104 03149 SPS 13170 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Child Labor Law of 2024 is amended by
5 changing Sections 10, 35, and 40 as follows:

6 (820 ILCS 206/10)

7 Sec. 10. Definitions. As used in this Act:

8 "Construction" means any constructing, altering,
9 reconstructing, repairing, rehabilitating, refinishing,
10 refurbishing, remodeling, remediating, renovating, custom
11 fabricating, maintenance, landscaping, improving, wrecking,
12 painting, decorating, demolishing, and adding to or
13 subtracting from any building, structure, highway, roadway,
14 street, bridge, alley, sewer, ditch, sewage disposal plant,
15 water works, parking facility, railroad, excavation or other
16 structure, project, development, real property or improvement,
17 or to do any part thereof, whether or not the performance of
18 the work herein described involves the addition to, or
19 fabrication into, any structure, project, development, real
20 property or improvement herein described of any material or
21 article of merchandise. "Construction" also includes moving
22 construction-related materials on the job site to or from the
23 job site.

1 "Department" means the Department of Labor.

2 "Director" means the Director of Labor.

3 "District superintendent of schools" means an individual
4 employed by a board of education in accordance with Section
5 10-21.4 of the School Code and the chief executive officer of a
6 school district in a city with over 500,000 inhabitants.

7 "Duly authorized agent" means an individual who has been
8 designated by a regional or district superintendent of schools
9 as his or her agent for the limited purpose of issuing
10 employment certificates to minors under the age of 16 and may
11 include officials of any public school district, charter
12 school, or any State-recognized, non-public school.

13 "Employ" means to allow, suffer, or permit to work.

14 "Employer" means a person who employs a minor to work.

15 "Family" means a group of persons related by blood or
16 marriage, including civil partnerships, or whose close
17 relationship with each other is considered equivalent to a
18 family relationship by the individuals.

19 "Hazardous material" has the meaning set forth in Section
20 2.05 of the Hazardous Materials Emergency Act.

21 "Minor" means any person under the age of 16.

22 "Online platform" means any public-facing website, web
23 application, or digital application, including a mobile
24 application. "Online platform" includes a social network,
25 advertising network, mobile operating system, search engine,
26 email service, or Internet access service.

1 "Person" means any natural person, individual,
2 corporation, business enterprise, or other legal entity,
3 either public or private, and any legal successor,
4 representative, agent, or agency of that individual,
5 corporation, business enterprise, or legal entity.

6 "Regional superintendent of schools" means the chief
7 administrative officer of an educational service region as
8 described in Section 3A-2 of the School Code.

9 "School hours" means, for a minor of compulsory school age
10 who is enrolled in a public or non-public school that is
11 registered with or recognized by the State Board of Education,
12 the hours the minor's school is in session. "School hours"
13 means, for a minor of compulsory school age who is not enrolled
14 in a public or non-public school that is registered with or
15 recognized by the State Board of Education, the hours that the
16 minor's local public school in the district where the minor
17 resides is in session.

18 "School issuing officer" means a regional or district
19 superintendent of schools, or his or her duly authorized
20 agent.

21 "Vlog" means content shared on an online platform in
22 exchange for compensation.

23 "Vlogger" means an individual or family that creates video
24 content, performed in Illinois, in exchange for compensation,
25 and includes any proprietorship, partnership, company, or
26 other corporate entity assuming the name or identity of a

1 particular individual or family for the purposes of that
2 content creation. "Vlogger" does not include any person under
3 the age of 16 who produces his or her own vlogs.

4 (Source: P.A. 103-721, eff. 1-1-25.)

5 (820 ILCS 206/35)

6 Sec. 35. Employer requirements.

7 (a) It shall be unlawful for any person to employ, allow,
8 or permit any minor to work unless the minor obtains an
9 employment certificate authorizing the minor to work for that
10 person. Any person seeking to employ, allow, or permit any
11 minor to work shall provide that minor with a notice of
12 intention to employ to be submitted by the minor to the minor's
13 school issuing officer with the minor's application for an
14 employment certificate.

15 (b) Every employer of one or more minors shall maintain,
16 on the premises where the work is being done, records that
17 include the name, date of birth, and place of residence of
18 every minor who works for that employer, notice of intention
19 to employ the minor, ~~and~~ the minor's employment certificate,
20 and the name of the parent or guardian who gives the minor
21 permission to work. Authorized officers and employees of the
22 Department, truant officers, and other school officials
23 charged with the enforcement of school attendance requirements
24 described in Section 26-1 of the School Code may inspect the
25 records without notice at any time.

(c) Every employer of minors shall ensure that all minors are supervised by an adult 21 years of age or older, on site, at all times while the minor is working.

(d) No person shall employ, allow, or permit any minor to work for more than 5 hours continuously without an interval of at least 30 minutes for a meal period. No period of less than 30 minutes shall be deemed to interrupt a continuous period of work.

(e) Every employer who employs one or more minors shall post in a conspicuous place where minors are employed, allowed, or permitted to work, a notice summarizing the requirements of this Act, including a list of the occupations prohibited to minors and the Department's toll free telephone number described in Section 85. An employer with employees who do not regularly report to a physical workplace, such as employees who work remotely or travel for work, shall also provide the summary and notice by email to its employees or conspicuous posting on the employer's website or intranet site, if the site is regularly used by the employer to communicate work-related information to employees and is able to be regularly accessed by all employees, freely and without interference. The notice shall be furnished by the Department.

(f) Every employer, during the period of employment of a minor and for 3 years thereafter, shall keep on file, at the place of employment, a copy of the employment certificate issued for the minor. An employment certificate shall be valid

1 only for the employer for whom it was issued and a new
2 certificate shall not be issued for the employment of a minor
3 except on the presentation of a new statement of intention to
4 employ the minor. The failure of any employer to produce for
5 inspection the employment certificate for each minor in the
6 employer's establishment shall be a violation of this Act. The
7 Department may specify any other record keeping requirements
8 by rule.

9 (g) In the event of the work-related death of a minor
10 engaged in work subject to this Act, the employer shall,
11 within 24 hours, report the death to the Department and to the
12 school official who issued the minor's work certificate for
13 that employer. In the event of a work-related injury or
14 illness of a minor that requires the employer to file a report
15 with the Illinois Workers' Compensation Commission under
16 Section 6 of the Workers' Compensation Act or Section 6 of the
17 Workers' Occupational Diseases Act, the employer shall submit
18 a copy of the report to the Department and to the school
19 official who issued the minor's work certificate for that
20 employer within 72 hours of the deadline by which the employer
21 must file the report to the Illinois Workers' Compensation
22 Commission. The report shall be subject to the confidentiality
23 provisions of Section 6 of the Workers' Compensation Act or
24 Section 6 of the Workers' Occupational Diseases Act.

25 (h) If an employer terminates the employment of a minor
26 engaged in work subject to this Act, the employer shall (i)

1 immediately send by certified mail notification to the parent
2 or guardian on record that the minor's employment has been
3 terminated and (ii) immediately return the certificate issued
4 to the issuing officer.

5 (Source: P.A. 103-721, eff. 1-1-25; revised 12-1-24.)

6 (820 ILCS 206/40)

7 Sec. 40. Restrictions on employment of minors.

8 (a) Except as provided in subsection (a-5), no ~~No~~ person
9 shall employ, allow, or permit a minor to work:

10 (1) in any mechanic's garage, including garage pits,
11 repairing cars, trucks, or other vehicles or using garage
12 lifting racks;

13 (2) in the oiling, cleaning, or wiping of machinery or
14 shafting;

15 (3) in or about any mine or quarry;

16 (4) in stone cutting or polishing;

17 (5) in any factory work;

18 (6) in or about any plant manufacturing explosives or
19 articles containing explosive components, or in the use or
20 transportation of same;

21 (7) in or about plants manufacturing iron or steel,
22 ore reduction works, smelters, foundries, forging shops,
23 hot rolling mills or any other place in which the heating,
24 melting, or heat treatment of metals is carried on;

25 (8) in the operation of machinery used in the cold

1 rolling of heavy metal stock, or in the operation of
2 power-driven punching, shearing, stamping, or metal plate
3 bending machines;

4 (9) in or about logging, sawmills or lath, shingle, or
5 cooperage-stock mills;

6 (10) in the operation of power-driven woodworking
7 machines, or off-bearing from circular saws;

8 (11) in the operation and repair of freight elevators
9 or hoisting machines and cranes;

10 (12) in spray painting;

11 (13) in occupations involving exposure to lead or its
12 compounds;

13 (14) in occupations involving exposure to acids, dyes,
14 chemicals, dust, gases, vapors, or fumes that are known or
15 suspected to be dangerous to humans;

16 (15) in any occupation subject to the Amusement Ride
17 and Attraction Safety Act;

18 (16) in oil refineries, gasoline blending plants, or
19 pumping stations on oil transmission lines;

20 (17) in the operation of laundry, dry cleaning, or
21 dyeing machinery;

22 (18) in occupations involving exposure to radioactive
23 substances;

24 (19) in or about any filling station or service
25 station, except that this prohibition does not extend to
26 employment within attached convenience stores, food

1 service, or retail establishments;

2 (20) in construction work, including demolition and
3 repair;

4 (21) in any energy generation or transmission service;

5 (22) in public and private utilities and related
6 services;

7 (23) in operations in or in connection with
8 slaughtering, meat packing, poultry processing, and fish
9 and seafood processing;

10 (24) in operations which involve working on an
11 elevated surface, with or without use of equipment,
12 including, but not limited to, ladders and scaffolds;

13 (25) in security positions or any occupations that
14 require the use or carrying of a firearm or other weapon;

15 (26) in occupations which involve the handling or
16 storage of human blood, human blood products, human body
17 fluids, or human body tissues;

18 (27) in any mill, cannery, factory, workshop, or coal,
19 brick, or lumber yard;

20 (28) any occupation which is prohibited for minors
21 under federal law; or

22 (29) in any other occupation or working condition
23 determined by the Director to be hazardous.

24 (a-5) A minor may work at any place listed in subsection
25 (a) if none of the job duties:

26 (1) require any education, formal training,

1 certification, or license;

2 (2) involve the use of any equipment or machinery that
3 poses a substantial risk of causing any serious bodily
4 injury or death;

5 (3) involve the use of or proximity to hazardous
6 materials; or

7 (4) require the minor to work hours past curfew.

8 (b) No person shall employ, allow, or permit a minor to
9 work at:

10 (1) any cannabis business establishment subject to the
11 Cannabis Regulation and Tax Act or Compassionate Use of
12 Medical Cannabis Program Act;

13 (2) any establishment subject to the Live Adult
14 Entertainment Facility Surcharge Act;

15 (3) any firearm range or gun range used for
16 discharging a firearm in a sporting event, for practice or
17 instruction in the use of a firearm, or the testing of a
18 firearm;

19 (4) any establishment in which items containing
20 alcohol for consumption are manufactured, distilled,
21 brewed, or bottled;

22 (5) any establishment where the primary activity is
23 the sale of alcohol or tobacco;

24 (6) an establishment operated by any holder of an
25 owners license subject to the Illinois Gambling Act; or

26 (7) any other establishment which State or federal law

1 prohibits minors from entering or patronizing.

2 (c) An employer shall not allow minors to draw, mix, pour,
3 or serve any item containing alcohol or otherwise handle any
4 open containers of alcohol. An employer shall make reasonable
5 efforts to ensure that minors are unable to access alcohol.

6 (d) An employer may allow minors aged 14 and 15 to work in
7 retail stores, except that an employer shall not allow minors
8 to handle or be able to access any goods or products which are
9 illegal for minors to purchase or possess.

10 (e) No person shall employ, allow, or permit an unlicensed
11 minor to perform work in the practice of barber, cosmetology,
12 esthetics, hair braiding, and nail technology services
13 requiring a license under the Barber, Cosmetology, Esthetics,
14 Hair Braiding, and Nail Technology Act of 1985, except for
15 students enrolled in a school and performing barber,
16 cosmetology, esthetics, hair braiding, and nail technology
17 services in accordance with that Act and rules adopted under
18 that Act.

19 (f) A person may employ, allow, or permit a minor to
20 perform office or administrative support work that does not
21 expose the minor to the work prohibited in this Section.

22 (Source: P.A. 103-721, eff. 1-1-25.)