



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB1745

Introduced 1/28/2025, by Rep. Joe C. Sosnowski

SYNOPSIS AS INTRODUCED:

820 ILCS 206/25
820 ILCS 206/30
820 ILCS 206/45

Amends the Child Labor Law of 2024. Provides that no employer shall employ, allow, or permit a minor to work more than 3 hours per day (currently, more than 3 hours per day or more than 8 hours total of work and school hours on days when school is in session). Makes changes in various provisions to limit the number of hours worked by a minor outside of school hours to 18 hours in a week (currently, 24 hours in a week).

LRB104 03555 SPS 13579 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 25, 30, and 45 as follows:

6 (820 ILCS 206/25)

7 Sec. 25. Allowable work hours. Except as allowed under
8 Section 30, no employer shall employ, allow, or permit a minor
9 to work:

10 (1) more than 18 hours during a week when school is in
11 session;

12 (2) more than 40 hours during a week when school is not
13 in session;

14 (3) more than 8 hours in any single 24-hour period;

15 (4) between 7 p.m. and 7 a.m. from Labor Day until June
16 1 or between 9 p.m. and 7 a.m. from June 1 until Labor Day;
17 or

18 (5) more than 3 hours per day ~~or more than 8 hours~~
19 ~~total of work and school hours on days when school is in~~
20 ~~session.~~

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

22 (820 ILCS 206/30)

1 Sec. 30. Exceptions to allowable work hours.

2 (a) An employer may employ, allow, or permit a minor under
3 the age of 16 to work a maximum of 8 hours on each Saturday and
4 on Sunday during the school year if:

5 (1) the minor does not work outside of school hours
6 more than 6 consecutive days in any one week; and

7 (2) the number of hours worked by the minor outside of
8 school hours in any week does not exceed 18 ~~24~~.

9 (b) A minor working as a live theatrical performer as
10 described in Section 45 shall be permitted to work until 11
11 p.m. on nights when performances are held.

12 (c) A minor under 16 years of age working as a performer as
13 described in Section 50 shall be permitted to work until 10
14 p.m.

15 (d) A park district, not-for-profit youth club, or
16 municipal parks and recreation department may allow a minor 14
17 years of age or older to work in a recreational or educational
18 activity beyond the hours identified in Section 25 as follows:

19 (1) From Labor Day until June 1, an employer may allow
20 a minor to work until 9 p.m. on school days if the
21 following conditions are met:

22 (A) the minor does not work more than 3 hours per
23 day;

24 (B) the minor does not work on more than 2 school
25 days in that week; and

26 (C) the minor does not work more than 18 ~~24~~ total

1 hours outside school hours in that week.

2 (2) From June 1 to Labor Day, an employer may allow a
3 minor to work until 10 p.m. and no earlier than 7 a.m.

4 (3) For a minor who attends a school that operates a
5 year-round schedule, an employer may allow the minor to
6 work until 10 p.m. and no earlier than 7 a.m. during
7 periods when school is not in session for the minor. If
8 school is in session, then the minor who attends a school
9 that operates a year-round schedule may work until 9 p.m.
10 on school days and no earlier than 7 a.m., if the following
11 conditions are met:

12 (A) the minor does not work more than 3 hours per
13 day;

14 (B) the minor does not work on more than 2 school
15 days in that week; and

16 (C) the minor does not work more than 18 ~~24~~ total
17 hours outside school hours in that week.

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

19 (820 ILCS 206/45)

20 Sec. 45. Minors employed in live theatrical performances.
21 In addition to the other requirements of this Act, an employer
22 of a minor working in live theatrical performances, including
23 plays, musicals, recitals, or concerts, is subject to the
24 following requirements:

25 (1) An employer shall not allow a minor to work in more

1 than 2 performances in any 24-hour period.

2 (2) An employer shall not allow a minor to work in more
3 than 8 performances in any 7-day period or 9 performances
4 if a State holiday occurs during that 7-day period.

5 (3) A minor shall be accompanied by a parent,
6 guardian, or chaperone at all times while at the work
7 site.

8 (4) A minor shall not work, including performing,
9 rehearsing, or otherwise being present at the work site,
10 in connection with the performance, for more than 8 hours
11 in any 24-hour period, more than 6 days in any 7-day
12 period, more than 18 ~~24~~ hours in any 7-day period, or after
13 11 p.m. on any night.

14 (5) A minor shall not be excused from attending school
15 except as authorized by Section 26-1 of the School Code.

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