



Rep. David Friess

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10400HB2327ham001

LRB104 11798 SPS 25961 a

1 AMENDMENT TO HOUSE BILL 2327

2 AMENDMENT NO. _____. Amend House Bill 2327 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Child Labor Law of 2024 is amended by
5 changing Sections 20 and 40 as follows:

6 (820 ILCS 206/20)

7 Sec. 20. Exemptions.

8 (a) Nothing in this Act applies to the work of a minor
9 engaged in agricultural pursuits, except that no minor under
10 12 years of age, except members of the farmer's own family who
11 live with the farmer at his principal place of residence, at
12 any time shall be employed, allowed, or permitted to work in
13 any gainful occupation in connection with agriculture, except
14 that any minor of 10 years of age or older shall be permitted
15 to work in a gainful occupation in connection with agriculture
16 during school vacations or outside of school hours.

1 (b) Nothing in this Act applies to the work of a minor
2 engaged in the sale and distribution of magazines and
3 newspapers outside of school hours.

4 (c) Nothing in this Act applies a minor's performance of
5 household chores or babysitting outside of school hours if
6 that work is performed in or about a private residence and not
7 in connection with an established business, trade, or
8 profession of the person employing, allowing, or permitting
9 the minor to perform the activities.

10 (d) Nothing in this Act applies to the work of a minor 13
11 years of age or older in caddying at a golf course.

12 (e) Nothing in this Act applies to a minor 14 or 15 years
13 of age who is, under the direction of the minor's school,
14 participating in work-based learning programs in accordance
15 with the School Code.

16 (f) Nothing in this Act prohibits an employer from
17 employing, allowing, or permitting a minor 12 or 13 years of
18 age to work as an officiant or an assistant instructor of youth
19 sports activities for a not-for-profit youth club, park
20 district, or municipal parks and recreation department if the
21 employer obtains certification as provided for in Section 55
22 and:

23 (1) the parent or guardian of the minor who is working
24 as an officiant or an assistant instructor, or an adult
25 designated by the parent or guardian, shall be present at
26 the youth sports activity while the minor is working;

1 (2) the minor may work as an officiant or an assistant
2 instructor for a maximum of 3 hours per day on school days
3 and a maximum of 4 hours per day on non-school days;

4 (3) the minor shall not exceed 10 hours of officiating
5 and working as assistant instructor in any week;

6 (4) the minor shall not work later than 9:00 p.m. on
7 any day of the week; and

8 (5) the participants in the youth sports activity are
9 at least 3 years younger than the minor unless an
10 individual 16 years of age or older is officiating or
11 instructing the same youth sports activity with the minor.

12 The failure to satisfy the requirements of this subsection
13 may result in the revocation of the minor's employment
14 certificate.

15 (g) Nothing in this Act applies to the work of a minor 14
16 years of age or older working as a scorer at the World Shooting
17 and Recreational Complex on the dates of the U.S. Open and the
18 Grand American World Trapshooting Championships if the minor
19 is located, during those competitions, at least 15 feet behind
20 the firing line of the trap shooters participating in the
21 competitions.

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

23 (820 ILCS 206/40)

24 Sec. 40. Restrictions on employment of minors.

25 (a) No person shall employ, allow, or permit a minor to

1 work:

2 (1) in any mechanic's garage, including garage pits,
3 repairing cars, trucks, or other vehicles or using garage
4 lifting racks;

5 (2) in the oiling, cleaning, or wiping of machinery or
6 shafting;

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

8 (4) in stone cutting or polishing;

9 (5) in any factory work;

10 (6) in or about any plant manufacturing explosives or
11 articles containing explosive components, or in the use or
12 transportation of same;

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

17 (8) in the operation of machinery used in the cold
18 rolling of heavy metal stock, or in the operation of
19 power-driven punching, shearing, stamping, or metal plate
20 bending machines;

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

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

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

1 (12) in spray painting;

2 (13) in occupations involving exposure to lead or its
3 compounds;

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

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

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

11 (17) in the operation of laundry, dry cleaning, or
12 dyeing machinery;

13 (18) in occupations involving exposure to radioactive
14 substances;

15 (19) in or about any filling station or service
16 station, except that this prohibition does not extend to
17 employment within attached convenience stores, food
18 service, or retail establishments;

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

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

22 (22) in public and private utilities and related
23 services;

24 (23) in operations in or in connection with
25 slaughtering, meat packing, poultry processing, and fish
26 and seafood processing;

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

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

6 (26) in occupations which involve the handling or
7 storage of human blood, human blood products, human body
8 fluids, or human body tissues;

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

11 (28) any occupation which is prohibited for minors
12 under federal law; or

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

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

17 (1) any cannabis business establishment subject to the
18 Cannabis Regulation and Tax Act or Compassionate Use of
19 Medical Cannabis Program Act;

20 (2) any establishment subject to the Live Adult
21 Entertainment Facility Surcharge Act;

22 (3) any firearm range or gun range used for
23 discharging a firearm in a sporting event, for practice or
24 instruction in the use of a firearm, or the testing of a
25 firearm, except for a scorer age 14 years or older at the
26 World Shooting and Recreational Complex on the dates of

1 the U.S. Open and the Grand American World Trapshooting
2 Championship who is located, during those competitions, at
3 least 15 feet behind the firing line of the trap shooters
4 participating in the competitions;

5 (4) any establishment in which items containing
6 alcohol for consumption are manufactured, distilled,
7 brewed, or bottled;

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

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

12 (7) any other establishment which State or federal law
13 prohibits minors from entering or patronizing.

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

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

22 (e) No person shall employ, allow, or permit an unlicensed
23 minor to perform work in the practice of barber, cosmetology,
24 esthetics, hair braiding, and nail technology services
25 requiring a license under the Barber, Cosmetology, Esthetics,
26 Hair Braiding, and Nail Technology Act of 1985, except for

1 students enrolled in a school and performing barber,
2 cosmetology, esthetics, hair braiding, and nail technology
3 services in accordance with that Act and rules adopted under
4 that Act.

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

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