



## 103RD GENERAL ASSEMBLY

### State of Illinois

2023 and 2024

SB1996

Introduced 2/9/2023, by Sen. Mary Edly-Allen

#### SYNOPSIS AS INTRODUCED:

20 ILCS 1505/1505-225 new  
820 ILCS 205/2

from Ch. 48, par. 31.2

Amends the Department of Labor Law of the Civil Administrative Code of Illinois. Creates the Manufacturing Mentorship Program to be administered by the Department of Labor for the purpose of exposing minors who are 17 years of age to manufacturing occupations in the State through temporary employment with an employer. Provides for educational and training requirements that an employer must satisfy to ensure the safety of minors. Provides that the Director of Labor, in consultation with employers, shall adopt rules specifying a list of the tools that a minor who is employed under the program may operate during the minor's employment in a manufacturing occupation. Amends the Child Labor Law. Provides that nothing in the Act applies to the employment of a minor, 17 years of age, in a manufacturing occupation under the Manufacturing Mentorship Program. Effective July 1, 2024.

LRB103 28652 SPS 55033 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 Department of Labor Law of the Civil  
5 Administrative Code of Illinois is amended by adding Section  
6 1505-225 as follows:

7 (20 ILCS 1505/1505-225 new)

8 Sec. 1505-225. Manufacturing Mentorship Program.

9 (a) As used in this Section:

10 "Employer" means a person who employs an individual in  
11 a manufacturing occupation.

12 "Manufacturing occupation" means employment that  
13 consists of the mechanical, physical, or chemical  
14 transformation of materials, substances, or components  
15 into new products for sale, including the assembling of  
16 component parts into a finished product.

17 "Program" means the Manufacturing Mentorship Program.

18 (b) There is hereby created the Manufacturing Mentorship  
19 Program to be administered by the Department of Labor for the  
20 purpose of exposing minors who are 17 years of age to  
21 manufacturing occupations in this State through temporary  
22 employment with an employer. An employer employing a minor  
23 under the program shall do all of the following:

- 1           (1) determine the duration of the minor's employment;  
2           (2) assign the minor a mentor to provide direct and  
3           close supervision while the minor is engaged in any  
4           workplace activity;  
5           (3) provide the minor with the training described in  
6           subsection (c);  
7           (4) encourage the minor to participate in a career and  
8           technical education program approved by the State Board of  
9           Education if the minor is not participating in a career  
10           and technical education program when the minor begins  
11           employment; and  
12           (5) comply with all applicable State and federal laws  
13           and regulations relating to the employment of minors.  
14           (c) (1) An employer employing a minor who is 17 years of age  
15           in a manufacturing occupation under the program shall provide  
16           the minor with training that includes all of the following:  
17           (A) a 10-hour course in general industry safety and  
18           health hazard recognition and prevention approved by the  
19           Occupational Safety and Health Administration of the  
20           United States Department of Labor;  
21           (B) instructions on how to operate the specific tools  
22           the minor will use during the minor's employment;  
23           (C) the general safety and health hazards to which the  
24           minor may be exposed at the minor's workplace;  
25           (D) the value of commitment to safety and safety  
26           management; and

1           (E) information on the employer's drug testing policy.

2           (2) For purposes of subparagraph (A) of paragraph (1), a  
3 minor may participate in a 30-hour course in general industry  
4 safety and health hazard recognition and prevention approved  
5 by the Occupational Safety and Health Administration of the  
6 United States Department of Labor if the minor has already  
7 successfully completed a 10-hour course.

8           (3) The employer shall pay any costs associated with  
9 providing the training required by paragraph (1) or permitted  
10 under paragraph (2).

11           (4) An employer is not required to provide the training  
12 described in paragraph (1) or (2) if the minor presents proof  
13 of completing the training during the 6-month period  
14 immediately before beginning employment with the employer.

15           (d) The Director of Labor, in consultation with employers,  
16 shall adopt rules specifying a list of the tools that a minor  
17 who is 17 years of age who is employed under the program may  
18 operate during the minor's employment in a manufacturing  
19 occupation. The Director of Labor shall use the manual issued  
20 by the Wage and Hour Division of the United States Department  
21 of Labor titled "Field Operations Handbook" or its successor  
22 for guidance in developing the list. Nothing in this Section  
23 requires the Director of Labor to include a tool on the list if  
24 orders issued pursuant to the Fair Labor Standards Act of 1938  
25 or Section 7 of the Child Labor Law or rules adopted under that  
26 Section specifically permit minors of that age to operate the

1 tool.

2 (e) A minor who is 17 years of age who is employed by an  
3 employer under the program may work in any manufacturing  
4 occupation not denied by law to minors of that age under  
5 Section 7 of the Child Labor Law or rules adopted under that  
6 Section.

7 (f) No employer shall:

8 (1) permit a minor who is 17 years of age to operate a  
9 tool minors of that age are permitted to operate pursuant  
10 to the rules adopted under subsection (d) unless the minor  
11 is employed by the employer under the program;

12 (2) permit a minor who is 17 years of age who is  
13 employed by the employer under the program to operate a  
14 tool prohibited for use by minors of that age pursuant to  
15 the Fair Labor Standards Act of 1938 or Section 7 of the  
16 Child Labor Law or rules adopted under that Section.

17 Section 10. The Child Labor Law is amended by changing  
18 Section 2 as follows:

19 (820 ILCS 205/2) (from Ch. 48, par. 31.2)

20 Sec. 2. Nothing in this Act applies to the work of a minor  
21 engaged in agricultural pursuits except for those persons  
22 restricted from working in a gainful occupation in connection  
23 with agriculture in Section 1 or in the sale and distribution  
24 of magazines and newspapers at hours when the schools of the

1 district are not in session. Nothing in this Act applies to the  
2 employment of a minor outside school hours in and around a home  
3 at work usual to the home of the employer so long as that work  
4 is not in connection with or a part of the business, trade or  
5 profession of the employer.

6 Nothing in this Act applies to the work of a minor in  
7 caddying at a golf course who is 13 or more years of age.

8 Nothing in this Act applies to the employment of a minor,  
9 17 years of age, in a manufacturing occupation under the  
10 Manufacturing Mentorship Program as provided in Section  
11 1505-225 of the Department of Labor Law of the Civil  
12 Administrative Code of Illinois.

13 Nothing in Section 9 of this Act applies to a minor, 14 or  
14 15 years of age, during that part of the year from May 1  
15 through September 30, in an occupational, vocational, or  
16 educational program funded by the Job Training Partnership  
17 Act.

18 (Source: P.A. 87-903.)

19 Section 99. Effective date. This Act takes effect July 1,  
20 2024.