

**EMPLOYMENT OF MINORS REQUIREMENTS**

2023 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Michael J. Petersen**

Senate Sponsor: \_\_\_\_\_

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**LONG TITLE**

**General Description:**

This bill amends provisions related to the employment of minors.

**Highlighted Provisions:**

This bill:

- ▶ for a minor under 16 years old:
  - reduces the number of hours the minor may work when school is in session; and
  - amends the time of day the minor may work;
- ▶ defines terms; and
- ▶ makes technical and conforming changes.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**34-23-103**, as last amended by Laws of Utah 1997, Chapter 375

**34-23-202**, as renumbered and amended by Laws of Utah 1990, Chapter 8

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*Be it enacted by the Legislature of the state of Utah:*

Section 1. Section **34-23-103** is amended to read:



28 **34-23-103. Definitions.**

29 As used in this chapter:

30 (1) "Casual work" is employment on an incidental, occasional, or nonregular basis  
31 which is not considered full-time or routine.

32 (2) "Commission" means the Labor Commission.

33 (3) "Division" means the Division of Antidiscrimination and Labor in the commission.

34 (4) "Hazardous occupation" is any occupation defined as hazardous by the United  
35 States Department of Labor under 29 U.S.C. Sec. 201 et seq., the Fair Labor Standards Act.36 (5) [~~"Minor" is a person under the age of 18 years.~~] "Labor Day" means the legal  
37 holiday called Labor Day established in Section [63G-1-301](#).38 (6) "Minor" means an individual under 18 years old.39 (7) "Minor's school district" means the public school district in which a minor resides  
40 while employed.41 (8) "When school is in session" means any week in which students are required to  
42 attend for at least one day or partial day in the minor's school district.43 Section 2. Section **34-23-202** is amended to read:44 **34-23-202. Employment of minors under 16 during school hours -- Hours of work**  
45 **limited.**46 (1) A minor under [~~the age of 16~~] 16 years old may not be employed or permitted to  
47 work during school hours except as authorized by the proper school authorities.48 (2) A minor under [~~the age of 16~~] 16 years old may not be permitted to work:49 (a) [~~before or after school in excess of four hours a day;~~] when school is in session:50 [~~(b) before 5:00 a.m. or after 9:30 p.m., unless the next day is not a school day;~~]51 [~~(c) in excess of eight hours in any 24-hour period; or~~]52 [~~(d) more than 40 hours in any week.~~]53 (i) in excess of three hours in any calendar day; or54 (ii) in excess of 18 hours in any calendar week;

55 (b) when school is not in session:

56 (i) in excess of eight hours in any calendar day; or57 (ii) in excess of 40 hours in any calendar week; or58 (c) except as provided in Subsection (3), before 7:00 a.m. or after 7:00 p.m.

59           (3) Beginning on June 1 and ending on Labor Day, a minor under 16 years old may  
60 work until 9:00 p.m.