

SB1635



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB1635

Introduced 2/4/2025, by Sen. Adriane Johnson

SYNOPSIS AS INTRODUCED:

820 ILCS 206/35

Amends the Child Labor Law of 2024. In provisions requiring the supervision of minors on site, provides that the requirement does not apply with respect to: (i) any minor working for a park district, a municipal parks and recreation department, or a township parks and recreation department who is supervised by an adult 18 years of age or older who is an employee of the park district, the municipal parks and recreation department, or the township parks and recreation department if no alcohol or tobacco is being sold on site; or (ii) any minor working as an officiant of youth sports activities if an adult 21 years of age or older who is an employee of the park district, the municipal parks and recreation department, or the township parks and recreation department is on call. Effective immediately.

LRB104 09247 SPS 19305 b

A BILL FOR

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 Section 35 as follows:

6 (820 ILCS 206/35)

7 Sec. 35. Employer requirements.

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

16 (b) Every employer of one or more minors shall maintain,
17 on the premises where the work is being done, records that
18 include the name, date of birth, and place of residence of
19 every minor who works for that employer, notice of intention
20 to employ the minor, and the minor's employment certificate.
21 Authorized officers and employees of the Department, truant
22 officers, and other school officials charged with the
23 enforcement of school attendance requirements described in

1 Section 26-1 of the School Code may inspect the records
2 without notice at any time.

3 (c) Every employer of minors shall ensure that all minors
4 are supervised by an adult 21 years of age or older, on site,
5 at all times while the minor is working. This requirement does
6 not apply with respect to: (i) any minor working for a park
7 district, a municipal parks and recreation department, or a
8 township parks and recreation department who is supervised by
9 an adult 18 years of age or older who is an employee of the
10 park district, the municipal parks and recreation department,
11 or the township parks and recreation department if no alcohol
12 or tobacco is being sold on site; or (ii) any minor working as
13 an officiant of youth sports activities if an adult 21 years of
14 age or older who is an employee of the park district, the
15 municipal parks and recreation department, or the township
16 parks and recreation department is on call.

17 (d) No person shall employ, allow, or permit any minor to
18 work for more than 5 hours continuously without an interval of
19 at least 30 minutes for a meal period. No period of less than
20 30 minutes shall be deemed to interrupt a continuous period of
21 work.

22 (e) Every employer who employs one or more minors shall
23 post in a conspicuous place where minors are employed,
24 allowed, or permitted to work, a notice summarizing the
25 requirements of this Act, including a list of the occupations
26 prohibited to minors and the Department's toll free telephone

1 number described in Section 85. An employer with employees who
2 do not regularly report to a physical workplace, such as
3 employees who work remotely or travel for work, shall also
4 provide the summary and notice by email to its employees or
5 conspicuous posting on the employer's website or intranet
6 site, if the site is regularly used by the employer to
7 communicate work-related information to employees and is able
8 to be regularly accessed by all employees, freely and without
9 interference. The notice shall be furnished by the Department.

10 (f) Every employer, during the period of employment of a
11 minor and for 3 years thereafter, shall keep on file, at the
12 place of employment, a copy of the employment certificate
13 issued for the minor. An employment certificate shall be valid
14 only for the employer for whom it was issued and a new
15 certificate shall not be issued for the employment of a minor
16 except on the presentation of a new statement of intention to
17 employ the minor. The failure of any employer to produce for
18 inspection the employment certificate for each minor in the
19 employer's establishment shall be a violation of this Act. The
20 Department may specify any other record keeping requirements
21 by rule.

22 (g) In the event of the work-related death of a minor
23 engaged in work subject to this Act, the employer shall,
24 within 24 hours, report the death to the Department and to the
25 school official who issued the minor's work certificate for
26 that employer. In the event of a work-related injury or

1 illness of a minor that requires the employer to file a report
2 with the Illinois Workers' Compensation Commission under
3 Section 6 of the Workers' Compensation Act or Section 6 of the
4 Workers' Occupational Diseases Act, the employer shall submit
5 a copy of the report to the Department and to the school
6 official who issued the minor's work certificate for that
7 employer within 72 hours of the deadline by which the employer
8 must file the report to the Illinois Workers' Compensation
9 Commission. The report shall be subject to the confidentiality
10 provisions of Section 6 of the Workers' Compensation Act or
11 Section 6 of the Workers' Occupational Diseases Act.

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

13 Section 99. Effective date. This Act takes effect upon
14 becoming law.