

HOUSE BILL No. 1189

DIGEST OF INTRODUCED BILL

Citations Affected: IC 22-2-18.1.

Synopsis: Youth employment. Specifies that certain state laws concerning the employment of minors do not prevent an employer from employing a minor who is at least 14 years of age as a farm laborer during school hours on a school day if particular requirements are met, including the submission of a statement from the minor's parent stating that the minor has withdrawn from school after completing grade 8 due to the parent's deeply held religious belief.

Effective: July 1, 2022.

King

January 6, 2022, read first time and referred to Committee on Employment, Labor and Pensions.



Second Regular Session of the 122nd General Assembly (2022)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2021 Regular Session of the General Assembly.

HOUSE BILL No. 1189

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 22-2-18.1-12, AS ADDED BY P.L.147-2020,
2 SECTION 16, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2022]: Sec. 12. (a) This subsection does not apply to a minor
4 who is employed or works as a youth athletic program referee, umpire,
5 or official under section 13 of this chapter. A minor less than:
6 (1) fourteen (14) years of age may not be employed or allowed to
7 work in any gainful occupation except as a farm laborer, domestic
8 service worker, caddie for persons playing the game of golf, or
9 newspaper carrier; and
10 (2) twelve (12) years of age may not be permitted to work at farm
11 labor except on a farm operated by the minor's parent.
12 (b) Except as provided in ~~section~~ **sections 12.5 and** 14 of this
13 chapter, an employer may not employ or permit any minor less than
14 sixteen (16) years of age to work in any occupation during school hours
15 on a school day.
16 SECTION 2. IC 22-2-18.1-12.5 IS ADDED TO THE INDIANA
17 CODE AS A **NEW** SECTION TO READ AS FOLLOWS



1 [EFFECTIVE JULY 1, 2022]: **Sec. 12.5. This chapter does not**
2 **prevent an employer from employing a minor who is at least**
3 **fourteen (14) years of age during school hours on a school day if all**
4 **of the following conditions are satisfied:**

5 (1) **The minor withdraws from school after completing grade**
6 **8.**

7 (2) **The minor performs only farm labor for the employer.**

8 (3) **The minor's parent submits the following to the employer:**

9 (A) **A statement from the parent:**

10 (i) **affirming that the parent has a sincerely held religious**
11 **belief against the taking of a photograph; and**

12 (ii) **stating that the minor has withdrawn from school**
13 **after completing grade 8 due to the parent's deeply held**
14 **religious belief.**

15 (B) **A statement from a member of the clergy of the**
16 **religious organization of which the parent is a member**
17 **regarding the prohibition of photography of members of**
18 **the religious organization.**

19 (C) **Proof that at least one (1) parent of the minor has been**
20 **issued a photo exempt driver's license or a photo exempt**
21 **identification card issued under IC 9-24-16.5.**

