

HB4051



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4051

by Rep. David Friess

SYNOPSIS AS INTRODUCED:

820 ILCS 206/20
820 ILCS 206/40

Amends the Child Labor Law of 2024. Provides that nothing in the Act applies to the work of a minor 14 years of age or older working as a scorer at the World Shooting and Recreational Complex on the dates of the U.S. Open and the Grand American World Trapshooting Championships if the minor is located, during those competitions, at least 15 feet behind the firing line of the trap shooters participating in the competitions. Makes a conforming change.

LRB104 13402 SPS 25748 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 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.

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

20 (c) Nothing in this Act applies a minor's performance of
21 household chores or babysitting outside of school hours if
22 that work is performed in or about a private residence and not
23 in connection with an established business, trade, or

1 profession of the person employing, allowing, or permitting
2 the minor to perform the activities.

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

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

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

16 (1) the parent or guardian of the minor who is working
17 as an officiant or an assistant instructor, or an adult
18 designated by the parent or guardian, shall be present at
19 the youth sports activity while the minor is working;

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

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

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

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

5 The failure to satisfy the requirements of this subsection
6 may result in the revocation of the minor's employment
7 certificate.

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

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

16 (820 ILCS 206/40)

17 Sec. 40. Restrictions on employment of minors.

18 (a) No person shall employ, allow, or permit a minor to
19 work:

20 (1) in any mechanic's garage, including garage pits,
21 repairing cars, trucks, or other vehicles or using garage
22 lifting racks;

23 (2) in the oiling, cleaning, or wiping of machinery or
24 shafting;

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

1 (4) in stone cutting or polishing;

2 (5) in any factory work;

3 (6) in or about any plant manufacturing explosives or
4 articles containing explosive components, or in the use or
5 transportation of same;

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

10 (8) in the operation of machinery used in the cold
11 rolling of heavy metal stock, or in the operation of
12 power-driven punching, shearing, stamping, or metal plate
13 bending machines;

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

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

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

20 (12) in spray painting;

21 (13) in occupations involving exposure to lead or its
22 compounds;

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

26 (15) in any occupation subject to the Amusement Ride

1 and Attraction Safety Act;

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

4 (17) in the operation of laundry, dry cleaning, or
5 dyeing machinery;

6 (18) in occupations involving exposure to radioactive
7 substances;

8 (19) in or about any filling station or service
9 station, except that this prohibition does not extend to
10 employment within attached convenience stores, food
11 service, or retail establishments;

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

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

15 (22) in public and private utilities and related
16 services;

17 (23) in operations in or in connection with
18 slaughtering, meat packing, poultry processing, and fish
19 and seafood processing;

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

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

25 (26) in occupations which involve the handling or
26 storage of human blood, human blood products, human body

1 fluids, or human body tissues;

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

4 (28) any occupation which is prohibited for minors
5 under federal law; or

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

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

10 (1) any cannabis business establishment subject to the
11 Cannabis Regulation and Tax Act or Compassionate Use of
12 Medical Cannabis Program Act;

13 (2) any establishment subject to the Live Adult
14 Entertainment Facility Surcharge Act;

15 (3) any firearm range or gun range used for
16 discharging a firearm in a sporting event, for practice or
17 instruction in the use of a firearm, or the testing of a
18 firearm, except for a scorer age 14 years or older at the
19 World Shooting and Recreational Complex on the dates of
20 the U.S. Open and the Grand American World Trapshooting
21 Championship who is located, during those competitions, at
22 least 15 feet behind the firing line of the trap shooters
23 participating in the competitions;

24 (4) any establishment in which items containing
25 alcohol for consumption are manufactured, distilled,
26 brewed, or bottled;

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

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

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

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

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

15 (e) No person shall employ, allow, or permit an unlicensed
16 minor to perform work in the practice of barber, cosmetology,
17 esthetics, hair braiding, and nail technology services
18 requiring a license under the Barber, Cosmetology, Esthetics,
19 Hair Braiding, and Nail Technology Act of 1985, except for
20 students enrolled in a school and performing barber,
21 cosmetology, esthetics, hair braiding, and nail technology
22 services in accordance with that Act and rules adopted under
23 that Act.

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

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