

HB4161



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4161

Introduced 10/15/2025, by Rep. Kyle Moore

SYNOPSIS AS INTRODUCED:

820 ILCS 206/20

Amends the Child Labor Law of 2024. Provides that nothing in the Act prohibits a minor's parent or legal guardian from employing the minor outside of school hours at a business in which the minor's parent or legal guardian has at least 51% ownership and that employs no more than 50 employees.

LRB104 15793 SPS 28987 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 20 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, township parks and recreation department, or
14 municipal parks and recreation department if the employer
15 obtains certification as provided for in Section 55 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 prohibits a minor's parent or
9 legal guardian from employing the minor outside of school
10 hours at a business in which the minor's parent or legal
11 guardian has at least 51% ownership and that employs no more
12 than 50 employees.

13 (Source: P.A. 103-721, eff. 1-1-25; 104-35, eff. 8-1-25.)