

# SB2703



## 104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB2703

Introduced 10/14/2025, by Sen. Jil Tracy

### 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 15573 SPS 28739 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.)