



Rep. Laura Faver Dias

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10300SB1996ham001

LRB103 28652 SPS 60731 a

1 AMENDMENT TO SENATE BILL 1996

2 AMENDMENT NO. _____. Amend Senate Bill 1996 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be referred to as the
5 Manufacturing Mentorship Act.

6 Section 5. Purpose. The purpose of this Act is to provide a
7 framework to expose minors who are 16 or 17 years of age to
8 manufacturing occupations in this State through temporary
9 employment with an employer.

10 Section 10. Definitions. As used in this Act:

11 "Employer" means a person who employs an individual in a
12 manufacturing occupation.

13 "Manufacturing occupation" means employment that consists
14 of the mechanical, physical, or chemical transformation of
15 materials, substances, or components into new products for

1 sale, including the assembling of component parts into a
2 finished product.

3 Section 15. Manufacturing mentorship.

4 (a) An employer may employ a minor who is 16 or 17 years of
5 age in a manufacturing occupation on a temporary basis. An
6 employer employing a minor under this Act shall do all of the
7 following:

8 (1) determine the duration of the minor's employment;

9 (2) assign the minor a mentor to provide direct and
10 close supervision while the minor is engaged in any
11 workplace activity;

12 (3) provide the minor with the training described in
13 subsection (b);

14 (4) encourage the minor to participate in a career and
15 technical education program approved by the State Board of
16 Education if the minor is not participating in a career
17 and technical education program when the minor begins
18 employment; and

19 (5) comply with all applicable State and federal laws
20 and regulations relating to the employment of minors.

21 (b) An employer employing a minor who is 16 or 17 years of
22 age in a manufacturing occupation under this Act shall provide
23 the minor with training that includes all of the following:

24 (1) a 10-hour course in general industry safety and
25 health hazard recognition and prevention approved by the

1 Occupational Safety and Health Administration of the
2 United States Department of Labor;

3 (2) instructions on how to operate the specific tools
4 the minor will use during the minor's employment;

5 (3) the general safety and health hazards to which the
6 minor may be exposed at the minor's workplace;

7 (4) the value of commitment to safety and safety
8 management; and

9 (5) information on the employer's drug testing policy.

10 (c) For purposes of this Section, a minor may participate
11 in a 30-hour course in general industry safety and health
12 hazard recognition and prevention approved by the Occupational
13 Safety and Health Administration of the United States
14 Department of Labor if the minor has already successfully
15 completed a 10-hour course.

16 (d) The employer shall pay any costs associated with
17 providing the training required by paragraph (1) of subsection
18 (b) or permitted under paragraph (2) of subsection (b).

19 (e) An employer is not required to provide the training
20 described in paragraph (1) or (2) of subsection (b) if the
21 minor presents proof of completing the training during the
22 6-month period immediately before beginning employment with
23 the employer.

24 (f) Employers of a minor who is 16 or 17 years of age and
25 who is employed under this Act shall not allow such minor to
26 operate tools that are not exempt from federal child labor

1 laws during the minor's employment in a manufacturing
2 occupation. No employer shall allow minors to use any tools
3 that are prohibited by the manual issued by the Wage and Hour
4 Division of the United States Department of Labor titled
5 "Field Operations Handbook" or its successor. Nothing in this
6 Act shall prevent the use of a tool if orders issued pursuant
7 to the Fair Labor Standards Act of 1938 specifically permit
8 minors of that age to operate the tool.

9 Section 99. Effective date. This Act takes effect July 1,
10 2024.".