



132nd MAINE LEGISLATURE

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Legislative Document

No. 644

H.P. 412

House of Representatives, February 25, 2025

**An Act to Expand Employment Opportunities for Minor Students
by Eliminating Certain Work Limitations**

Received by the Clerk of the House on February 20, 2025. Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative COLLINS of Sidney.
Cosponsored by Senator CYRWAY of Kennebec and
Representatives: DRINKWATER of Milford, FROST of Belgrade, HAGGAN of Hampden,
HENDERSON of Rumford, PARRY of Arundel, POIRIER of Skowhegan, ROLLINS of
Augusta, Senator: BRADSTREET of Kennebec.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §773-A, sub-§3, ¶C**, as enacted by PL 2017, c. 286, §4, is
3 amended to read:

4 C. May be employed by a parent, but a parent is prohibited from employing the parent's
5 minor child who is 16 years of age or older and under 18 years of age in occupations
6 declared hazardous by the director in accordance with rules adopted pursuant to section
7 772 and in accordance with 29 Code of Federal Regulations, Part 570; and

8 **Sec. 2. 26 MRSA §773-A, sub-§3, ¶D**, as enacted by PL 2017, c. 286, §4, is
9 repealed.

10 **Sec. 3. 26 MRSA §774, sub-§1**, as amended by PL 2017, c. 286, §5, is repealed.

11 **Sec. 4. 26 MRSA §774, sub-§3**, as amended by PL 1991, c. 713, §2, is repealed.

12 **Sec. 5. 26 MRSA §774, sub-§4**, as amended by PL 2009, c. 211, Pt. B, §23, is
13 further amended to read:

14 **4. Exemptions.** Work performed in the planting, cultivating or harvesting of field
15 crops or other agricultural employment, including the initial processing of farm crops, not
16 in direct contact with hazardous machinery or hazardous substances, work performed as an
17 employed or in-training theatrical actor or film actor or work performed as a summer camp
18 employee in a youth camp licensed under Title 22, section 2495 is exempt from this section,
19 provided as long as a minor under 16 years of age has been excused by the local
20 superintendent of schools in accordance with the policy established by the Commissioner
21 of Education and the Director of the Bureau of Labor Standards. ~~Work performed in the~~
22 ~~taking or catching of lobsters, fish or other marine organisms by any methods or means, or~~
23 ~~in the operating of ferries or excursion boats, is exempt from subsection 1, paragraphs A~~
24 ~~and C.~~

25 **Sec. 6. 26 MRSA §774, sub-§7**, as enacted by PL 2017, c. 219, §18, is repealed.

26 **Sec. 7. 26 MRSA §781, sub-§1-A**, as corrected by RR 2001, c. 1, §39, is amended
27 to read:

28 **1-A. De minimis violations of section 774.** Notwithstanding subsection 1, absent a
29 finding that reasonably suggests a pattern of knowing and intentional conduct, the bureau
30 may disregard the following violations of section 774:

31 A. A violation of the limits on the time that work may begin or end under ~~section 774,~~
32 ~~subsection 1, paragraph F or G or~~ section 774, subsection 2, paragraph F, as long as the
33 violation is no greater than 10 minutes per day;

34 B. A violation of the number of hours a minor may work in any day under ~~section 774,~~
35 ~~subsection 1, paragraph B, C or D or~~ section 774, subsection 2, paragraph C or D, as
36 long as the violation is not greater than 10 minutes per day; and

37 C. A violation of the number of hours worked in a week under ~~section 774, subsection~~
38 ~~1, paragraph A or B or~~ section 774, subsection 2, paragraph A or B, as long as the
39 violation is not greater than 50 minutes in a week.

1 **SUMMARY**

2 This bill repeals the provisions of law specifying that a minor 16 or 17 years of age
3 may not work:

- 4 1. More than 50 hours in any week when the minor's school is not in session;
- 5 2. More than 24 hours in any week when the minor's school is in session;
- 6 3. More than 6 hours in any day when the minor's school is in session;
- 7 4. More than 10 hours in any day when the minor's school is not in session;
- 8 5. More than 6 consecutive days;
- 9 6. After 10:15 p.m. on a day preceding a day on which the minor's school is in session
10 or after 12 midnight on a day that does not precede such a school day; or
- 11 7. Before 7 a.m. on a day on which the minor's school is in session or before 5 a.m. on
12 any other day.

13 The bill also repeals the provision of law specifying that a minor under 17 years of age
14 may not be employed during the hours that the public schools of the town or city in which
15 the minor resides are in session. The bill also repeals record-keeping requirements
16 regarding work hours for minors.