

MEMORANDUM

To: Indiana School Superintendents, Principals, and School Counselors

From: Robin LeClaire, Chief Academic Officer
Dr. Jennifer Jensen, Director of Teaching and Learning

Date: June 19, 2020

Re: Senate Enrolled Act (SEA) 409 - Employment of Minors

Background:

Senate Enrolled Act 409 (2020) moves the employment of students from Title 20 (Education) to Title 22 (Labor and Safety). Additionally, the Act renames the Bureau of Child Labor to the "Bureau of Youth Employment." Updates to the requirements on the employment of minors as it relates to the school setting are highlighted below.

Guidance:

SEA 409 removes the requirement that a principal of a school must send notices to the Bureau of Youth Employment and the Bureau of Motor Vehicles to revoke the student's employment certificate and driver's license or learner's permit. The law now states that a principal *may* provide such notification. Additionally, schools are no longer required to provide written exceptions for students less than 18 years of age to work during school hours. This law became effective April 1, 2020.

Beginning July 1, 2021, schools no longer issue work permits to minors. SEA 409 renames the Bureau of Child Labor to the Bureau of Youth Employment, and moves the employment of students from Title 20 (Education) to Title 22 (Labor and Safety), effectively removing the responsibility of issuing work permits away from schools.

If you have any questions, please contact Mike Myers with the Indiana Department of Labor (IDOL) by phone at (317) 234-6718 or through email at mmeyers@dol.in.gov. Alternatively, you can contact Ray Smid with IDOL by phone at (317) 234-5184 or through email at rsmid@dol.in.gov.

This bill was authored by Sen. Mark Messmer and the full bill text can be found [here](#). Information regarding how to contact your legislators can be found [here](#).