



Sen. Mary Edly-Allen

Filed: 3/24/2023

10300SB1996sam001

LRB103 28652 SPS 60058 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 Program Act.

6 Section 5. Definitions. As used in this Act:

7 "Employer" means a person who employs an individual in a
8 manufacturing occupation.

9 "Manufacturing occupation" means employment that consists
10 of the mechanical, physical, or chemical transformation of
11 materials, substances, or components into new products for
12 sale, including the assembling of component parts into a
13 finished product.

14 "Program" means the Manufacturing Mentorship Program.

15 Section 10. Manufacturing Mentorship Program.

1 (a) There is hereby created the Manufacturing Mentorship
2 Program for the purpose of exposing minors who are 16 or 17
3 years of age to manufacturing occupations in this State
4 through temporary employment with an employer. An employer
5 employing a minor under the program shall do all of the
6 following:

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

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

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

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

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

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

24 (1) a 10-hour course in general industry safety and
25 health hazard recognition and prevention approved by the
26 Occupational Safety and Health Administration of the

1 United States Department of Labor;

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

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

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

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

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

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

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

23 (f) Employers of a minor who is 16 or 17 years of age and
24 who is employed under the program shall not allow such minor to
25 operate tools that are not exempt from federal child labor
26 laws during the minor's employment in a manufacturing

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

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