

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 1497-02  
Bill No.: HB 587  
Subject: Department of Labor and Industrial Relations; Child labor laws  
Type: Original  
Date: March 5, 2001

---

**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON STATE FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
None	\$0	\$0	\$0
<b>Total Estimated Net Effect on <u>All</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
None	\$0	\$0	\$0
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
<b>FUND AFFECTED</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>
<b>Local Government</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: ( ) indicate costs or losses.

This fiscal note contains 3 pages.

## FISCAL ANALYSIS

### ASSUMPTION

Officials from the **Department of Labor and Industrial Relations** assume the proposed legislation would have no fiscal impact on their agency.

<u>FISCAL IMPACT - State Government</u>	FY 2002 (10 Mo.)	FY 2003	FY 2004
	\$0	\$0	\$0

<u>FISCAL IMPACT - Local Government</u>	FY 2002 (10 Mo.)	FY 2003	FY 2004
	\$0	\$0	\$0

### FISCAL IMPACT - Small Business

Small businesses employing children would be required to keep the records as indicated in the proposal.

### DESCRIPTION

This bill revises provisions pertaining to the Child Labor Laws. The bill:

- (1) Deletes part-time employment with the consent of a parent from the definition "employ" in the Child Labor Law;
- (2) Removes the provision authorizing the Director of the Division of Labor Standards to grant an exemption to a child aged 14 years but under 16 years which allows a child to be employed during the school term;
- (3) Requires that the waiver pertaining to work hours and work days as contained in Section 294.030, RSMo, exempts only employment contained in Section 294.022;
- (4) Authorizes the "regional fair exception" not to apply to entities covered by the Fair Labor Standards Act when a child aged 14 years but under 16 years of age is employed at a regional fair from June 1 to Labor Day;

DESCRIPTION (continued)

(5) Increases the age of a person employed in street occupations as contained in Section 294.043, from 16 years to 18 years of age. The requirement that an employer receive written permission from the director is removed;

(6) Requires every employer, subject to Chapter 294, to produce and maintain a record of employment for a child for a period of two years. The records and information pertaining to minors which are obtained by the division will be confidential and disclosed only on order by a court of competent jurisdiction; and

(7) Allows the director to consider the size of the business and the absence of specified factors when determining the appropriate civil damages against a person, firm, or corporation that violates any provision contained in Chapter 294.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Labor and Industrial Relations



Jeanne Jarrett, CPA  
Director

March 5, 2001