

House Bill 501

By: Representatives Silcox of the 53rd, Williamson of the 112th, Barton of the 5th, Werkheiser of the 157th, and Reeves of the 99th

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 2 of Title 39 of the Official Code of Georgia Annotated, relating to
2 regulation of employment of minors, so as to repeal certain provisions relating to
3 employment certificate requirements for minors; to prohibit requiring certificates of
4 employment, certificates of age, or youth work permits; to provide for definitions; to
5 authorize the employment of minors for certain work; to provide for related matters; to
6 provide for an effective date; to repeal conflicting laws; and for other purposes.

7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

8 **SECTION 1.**

9 Chapter 2 of Title 39 of the Official Code of Georgia Annotated, relating to regulation of
10 employment of minors, is amended by repealing Code Section 39-2-11, relating to
11 employment certificates required and requirements for issuance, Code Section 39-2-11.1,
12 relating to employment of minors 14 years of age or older during school vacation months for
13 care of lawns, gardens, and shrubbery, Code Section 39-2-12, relating to employment
14 certificates' contents, availability of blank forms, and filing of duplicate copies, Code Section
15 39-2-13, relating to disposition of employment certificates upon termination of employment
16 or failure to appear for work for 30 days and requirements as to issuance of subsequent

certificates, and Code Section 39-2-14, relating to revocation of employment certificates by Commissioner of Labor, and by adding new Code sections to read as follows:

"39-2-11.

(a) Notwithstanding any other provision of this chapter or any rule or regulation of the Commissioner of Labor adopted pursuant to the provisions of Code Section 39-2-2 to the contrary, a minor 14 years of age or over may be employed during the months of vacation from school in the care and maintenance of lawns, gardens, and shrubbery owned or leased by the employer of such minor, including the operation of equipment in connection therewith, provided that the minor is:

(1) Covered by an accident and sickness insurance plan or a workers' compensation insurance policy or plan provided by the employer; and

(2) Only permitted to care for and maintain those lawns, gardens, and shrubbery that are owned or leased by the employer.

(b) The work authorized by subsection (a) of this Code section includes the care and maintenance of lawns, gardens, and shrubbery on the grounds of mills or factories described in Code Section 39-2-1 and on the grounds of any other factory, mill, or business where employment of the minor within the factory, mill, or business is otherwise prohibited by the provisions of this chapter or by rules and regulations of the Commissioner of Labor.

39-2-12.

(a) As used in this Code section, the term:

(1) 'Political subdivision' means a county, municipal corporation, consolidated government, or local authority.

(2) 'State government entity' means a state office, agency, authority, department, commission, board, division, instrumentality, or institution.

(b) No state government entity or political subdivision shall by rule, regulation, practice, or other means require:

43 (1) A minor under 18 years of age to be issued an employment certificate, a certificate
44 of age, or a youth work permit as a condition of employment; or

45 (2) An employer to obtain an employment certificate, a certificate of age, or a youth
46 work permit from a minor under 18 years of age as a condition of employment.

47 39-2-13.

48 The Commissioner of Labor shall be authorized to investigate the true age of any minor
49 employed, hear evidence, and require the production of relevant books, documents, or other
50 records.

51 39-2-14.

52 Reserved."

53 **SECTION 2.**

54 This Act shall become effective upon its approval by the Governor or upon its becoming law
55 without such approval.

56 **SECTION 3.**

57 All laws and parts of laws in conflict with this Act are repealed.