

**HOUSE BILL NO. 1097**

Introduced by

Education Committee

(At the request of the Department of Labor)

1 A BILL for an Act to amend and reenact sections 34-07-02 and 34-07-15 of the North Dakota  
2 Century Code, relating to employment of minors and compulsory school attendance.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. AMENDMENT.** Section 34-07-02 of the 1997 Supplement to the North  
5 Dakota Century Code is amended and reenacted as follows:

6 **34-07-02. Certificate of employment required - Inspection - List of minors**  
7 **employed to be kept.** ~~No~~ A minor fourteen or fifteen years of age may not be employed or  
8 permitted to work in any occupation except farm labor, domestic service, or in the employment  
9 of, and under the direct supervision of, the minor's parent or guardian unless the minor ~~has~~  
10 ~~graduated from high school or~~ is exempt from compulsory school attendance under  
11 subsection 2, 3, or 4 of section 15-34.1-03 or, unless the minor has an employment certificate  
12 signed by the minor's parent or guardian in accordance with the provisions of this chapter. Any  
13 person, firm, corporation, or limited liability company employing a minor must keep on file a  
14 completed employment certificate, for each minor, as provided in this chapter. The employment  
15 certificate must be accessible to inspection by the principal of the school which the minor  
16 attends, a principal in the municipality in which the minor resides, or the commissioner of labor  
17 or the commissioner's agent or representative.

18 **SECTION 2. AMENDMENT.** Section 34-07-15 of the 1997 Supplement to the North  
19 Dakota Century Code is amended and reenacted as follows:

20 **34-07-15. Maximum hours of labor of minors fourteen or fifteen years of age -**  
21 **Notice to be posted.** ~~No~~ A minor fourteen or fifteen years of age may not be employed or  
22 permitted to work at any occupation, except in domestic services and at farm labor, before the  
23 hour of seven a.m. nor after the hour of seven p.m., except that these hours are seven a.m. to  
24 nine p.m. from June first through labor day, nor more than eighteen hours during schoolweeks,

1 nor more than three hours on schooldays, nor more than forty hours during nonschoolweeks,  
2 nor more than eight hours on nonschooldays. A schoolweek is considered to be any week  
3 Monday through Sunday in which a youth is required to be in attendance, for any period of time,  
4 four or more days. Provided, however, that the limitations restricting hours of work during  
5 schoolweeks and schooldays do not apply to minors who are not attending school because they  
6 are excepted from compulsory school attendance by ~~the provisions of chapter 15-34.1~~  
7 subsection 2, 3, or 4 of section 15-34.1-03. Every employer shall post in a conspicuous place  
8 where minors are employed, a printed notice stating the hours of work required of the minors  
9 each day of the week, the hours of commencing and stopping work, and the hours allowed for  
10 dinner or other meals. The printed form of the notice must be furnished by the commissioner of  
11 labor. The employment of any minor for a longer period than that stated in the notice is a  
12 violation of this chapter.