

HOUSE BILL NO. 4762

August 13, 2025, Introduced by Rep. Woolford and referred to Committee on Economic Competitiveness.

A bill to amend 1978 PA 90, entitled
"Youth employment standards act,"
by amending section 19 (MCL 409.119), as amended by 2003 PA 288.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 19. (1) This act ~~shall~~**does** not apply to or prohibit a
2 minor from engaging in any of the following activities:

3 (a) Domestic work or chores in connection with a private
4 residence.

5 (b) Soliciting, distributing, selling, or offering for sale
6 newspapers, magazines, periodicals, political, or advertising

1 matter.

2 (c) Shoe shining.

3 (d) Services performed as a member of a recognized youth
4 oriented organization that is engaged in citizenship training and
5 character building, if the services are not intended to replace
6 employees in occupations for which workers are ordinarily paid.

7 (e) Employment in a business owned and operated by the parent
8 or guardian of the minor. For the purposes of this subdivision, a
9 business is considered to be owned by the parent or guardian of the
10 minor if the parent or guardian is either the sole owner, partner,
11 or stockholder in the business and a business is considered to be
12 operated by the parent or guardian of the minor if ~~he or she~~ **the**
13 **parent or guardian** devotes substantially all of ~~his or her~~ **the**
14 **parent's or guardian's** working hours to the operation of the
15 business.

16 (f) Farm work if the employment is not in violation of a
17 standard established by the department. ~~of labor and economic~~
18 ~~growth. Farm work~~ **As used in this subdivision, "farm work"** means
19 the work activity designated in sector 11 - agriculture, forestry,
20 fishing, and hunting, of the North American ~~industry classification~~
21 ~~system~~ **Industry Classification System** - United States, 1997,
22 published by the ~~office~~ **Office** of ~~management~~ **Management** and ~~budget~~.
23 **Budget**. Farm work includes any practices performed on a farm as an
24 incident to or in conjunction with farming operations, including
25 preparation for market and delivery to storage, market, or carriers
26 for transport to market.

27 (g) Employment by a school, academy, or college in which the
28 minor is enrolled if the minor is 14 years ~~old~~ **of age** or older.

29 (h) Nonhazardous construction work or operations performed as

1 an unpaid volunteer, if the construction work or operations are
2 performed under adult supervision for a charitable housing
3 organization. As used in this subdivision:

4 (i) "Charitable housing organization" means a nonprofit
5 charitable organization the primary purpose of which is the
6 construction or renovation of residential housing for low-income
7 individuals.

8 (ii) "Family income" and "statewide median gross income" mean
9 those terms as defined in section 11 of the state housing
10 development authority act of 1966, 1966 PA 346, MCL 125.1411.

11 (iii) "Low-income person" means a person with a family income of
12 not more than 60% of the statewide median gross income.

13 (iv) "Nonhazardous construction work or operations" means
14 construction work or operations that are performed at a
15 construction site of a new or renovated single family home and do
16 not involve the use of power tools, woodworking machinery, or
17 hazardous substances or other activities that would constitute a
18 great risk of serious injury. Activities that would constitute a
19 great risk of serious injury include, but are not limited to, all
20 of the following:

21 (A) Excavation.

22 (B) Highway, bridge, or street construction.

23 (C) Wrecking.

24 (D) Demolition.

25 (E) New commercial or new multiple residential construction.

26 (i) **If the minor is 16 years of age or older, employment in**
27 **residential building construction if all of the following**
28 **conditions are met:**

29 (i) **The minor holds a valid 10-hour training certification**

1 issued by the Occupational Safety and Health Administration.

2 (ii) The minor completed a state-approved career and technical
3 education trades program.

4 (iii) The minor works under the direct supervision of an
5 individual who meets all of the following requirements:

6 (A) Holds a valid 10-hour training certification issued by the
7 Occupational Safety and Health Administration.

8 (B) Is 21 years of age or older.

9 (C) Has not less than 2 years of work experience related to
10 the work that the individual is supervising.

11 (iv) The minor does not work on any of the following structures
12 that are taller than 6 feet:

13 (A) Scaffolding.

14 (B) Roof.

15 (C) Superstructure.

16 (D) Ladder.

17 (v) The work is performed in compliance with all other
18 applicable laws.

19 (2) If a minor is required by law to attend school, ~~the any~~
20 work ~~may only~~ **performed by the minor must** be performed outside of
21 school hours, unless the minor is enrolled and employed under a
22 work-related educational program.