

SUBSTITUTE FOR  
SENATE BILL NO. 320

A bill to amend 1978 PA 90, entitled  
"Youth employment standards act,"  
by amending section 11 (MCL 409.111), as amended by 2000 PA 418.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

- 1       Sec. 11. (1) Except as provided in subsection (3), **a person**  
2 **shall not employ** a minor 16 years of age or older ~~shall not be~~  
3 ~~employed~~ in an occupation subject to this act for more than any  
4 of the following periods:  
5       (a) Six days in 1 week.  
6       (b) ~~A period longer than a weekly~~ **An** average of 8 hours per  
7 day ~~or 48 hours~~ in 1 week.  
8       (c) Ten hours in 1 day.  
9       (d) ~~For a minor 16 years of age or older who~~ **Subject to**  
10 **subdivision (e), 48 hours in 1 week.**  
11       (e) **If the minor** is a student in school ~~, a combined school~~

1 ~~and work week of 48 hours during the period school is in session~~  
2 **and school is in session, 22 hours in 1 week.**

3 (2) Except as provided in subsection (3), **a person shall not**  
4 **employ** a minor 16 years of age or older ~~shall not be employed~~  
5 between 10:30 p.m. and 6 a.m. However, except as provided in  
6 subsection (3), **a person may employ** a minor 16 years of age or  
7 older who is a student in school ~~may be employed~~ until 11:30  
8 p.m. on any of the following days:

9 (a) On Fridays and Saturdays.

10 (b) During school vacation periods.

11 (c) During periods when the minor is not regularly enrolled  
12 in school.

13 (3) A **person may employ** a minor 16 years of age or older ~~may~~  
14 ~~be employed~~ in farming operations involved in the production of  
15 seed or in agricultural processing for a period greater than the  
16 periods described in subsections (1) and (2) if all of the  
17 following conditions are met:

18 (a) If the minor is a student in school, the period greater  
19 than the periods described in subsections (1) and (2) occurs when  
20 school is not in session.

21 (b) The minor is employed for not more than 11 hours in 1  
22 day.

23 (c) The minor is employed for not more than 62 hours in any  
24 week. However, the **employer shall not require the** minor ~~shall~~  
25 ~~not be required by an employer~~ to work more than 48 hours during  
26 any week without the consent of the minor.

27 (d) The minor is not employed between 2 a.m. and 5:30 a.m.

1       (e) The agricultural processing employer maintains on file a  
2 written acknowledgment of the minor's parent or guardian  
3 consenting to the period of employment authorized under this  
4 subsection.

5       (4) As used in this section:

6       (a) "Agricultural processing" means the cleaning, sorting, or  
7 packaging of fruits or vegetables.

8       (b) "Farming operations involved in the production of seed"  
9 means farming activities and research involved in the production  
10 of seed, including plant detasseling, hand-pollination, roguing,  
11 or hoeing, and any other similar farming activity required for  
12 commercial seed production.