



Senate Fiscal Agency  
P.O. Box 30036  
Lansing, Michigan 48909-7536



Telephone: (517) 373-5383  
Fax: (517) 373-1986

House Bill 5594 (Substitute H-2 as discharged)  
Sponsor: Representative Phil Skaggs  
House Committee: Labor  
Senate Committee: Government Operations (discharged)

## **CONTENT**

The bill would amend the Youth Employment Standards Act to do the following:

- Require the Department of Labor and Economic Opportunity (LEO) to issue and generally administer work permits, instead of an issuing officer at a school, 18 months after the bill's effective date.
- Modify the number of hours a minor less than 16 years old could work, depending on when school was in session.
- Require a person proposing to employ a minor to receive authorization from LEO.
- Require LEO to create a registration system for minors and employers.
- Require the Director of LEO to determine whether the employer complied with the Act and provide notice of the compliance within five days of a minor and the employer registering.
- Specify that registration requirements would not apply to a minor to whom work permits do not currently apply.
- Exempt information in the registration system from the Freedom of Information Act.
- Require the Director of LEO to keep a database of employers authorized to employ minors.
- Require the Director of LEO to promulgate rules to implement the bill's provisions.
- Prohibit a deviation from standards under the Youth Employment Standards Act that allowed a minor to work between 12 AM and 5 AM or in hazardous or injurious occupations.

MCL 409.102 et al.

## **PREVIOUS LEGISLATION**

*(This section does not provide a comprehensive account of previous legislative efforts on this subject matter.)*

House Bill 5594 is a companion bill to Senate Bill 964 of the current Legislative Session. Senate Bill 964 passed the Senate and is in the House.

Legislative Analyst: Alex Krabill

## **FISCAL IMPACT**

The bill would create costs for the Department for Fiscal Year 2025-2026, as LEO would have to create two registration systems to be used by minors and employers. These would be programming costs under the language of the bill and likely would incur costs in the form of IT development and implementation, along with the hiring of several full-time equivalents (FTEs) to manage the new systems. Currently, new FTEs cost the State roughly \$140,000 in salary and benefits. Additional security measures also could need to be adopted to protect any personally identifiable information of minors using the registration system.

Date Completed: 12-19-24

Fiscal Analyst: Cory Savino, PhD