

YOUTH EMPLOYMENT STANDARDS ACT (EXCERPT)
Act 90 of 1978

409.104a Employment of minor; registration requirements; compliance determination; notice; consent to deviations.

Sec. 4a. (1) Except as otherwise provided in subsection (2), beginning on the date that is 18 months after the effective date of the amendatory act that added this section, a minor must not be employed in an occupation regulated by this act unless all of the following requirements are met:

- (a) The minor is registered with the department under section 4b.
- (b) The person proposing to employ the minor is in compliance with this act.
- (c) The person proposing to employ the minor receives authorization from the department as described in subsection (3).

(2) If, on the date described in subsection (1), a minor is employed by an employer in compliance with this act, the minor is not required to register under section 4b and the employer is not required to register under section 4d with respect to that minor until 1 of the following occurs, as applicable:

- (a) The minor begins employment with a different employer.
- (b) The primary location at which the minor works changes.
- (c) The minor turns 16 years of age.

(3) The director shall, not later than 5 days after a minor registers under section 4b and the employer proposing to employ the minor registers under section 4d, do both of the following:

- (a) Determine whether the minor's employment would be in compliance with this act.
- (b) Provide notice of the determination to the employer, minor, and parent or legal guardian of the minor. The notice must state whether any deviations under this act have been requested or authorized.

(4) If the director does not provide notice of its determination during the time period described in subsection (3), the employer may begin employing the minor on the date immediately following the end of the time period.

(5) If, not later than 5 days after notice is provided under subsection (3)(b), a parent or legal guardian of a minor notifies the department that the parent or legal guardian does not consent to a deviation or a portion of a deviation, the department shall not authorize the deviation or the portion of the deviation.

History: Add. 2024, Act 196, Eff. Apr. 2, 2025.