

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 3733S.01I
 Bill No.: SB 809
 Subject: Children and Minors; Employees-Employers; Political Subdivisions
 Type: Original
 Date: March 3, 2022

Bill Summary: This proposal modifies provisions relating to the regulation of employment.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2023	FY 2024	FY 2025
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2023	FY 2024	FY 2025
Child Labor Enforcement Fund (0826)	Less than (\$20,000)	Less than (\$20,000)	Less than (\$20,000)
Total Estimated Net Effect on <u>Other</u> State Funds	Less than (\$20,000)	Less than (\$20,000)	Less than (\$20,000)

Numbers within parentheses: () indicate costs or losses.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2023	FY 2024	FY 2025
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2023	FY 2024	FY 2025
Total Estimated Net Effect on FTE	0	0	0

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

Estimated Net Effect (savings or increased revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2023	FY 2024	FY 2025
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Department of Labor and Industrial Relations (DOLIR)** note that by removing 14 and 15 year old youth from statute, fines going to the Youth Labor Enforcement Fund may be impacted by unknown amount, \$0 to \$20,000.

Oversight notes currently an employer must keep and maintain certificate (for minimum of two years) for any child, less than 16 years old, who is in his or her employ in the entertainment industry. This proposal removes the age requirement from each statute in Chapter 294 RSMo and allows the employer accept an issuance of a work certificate as evidence of age of the child.

Oversight notes the following receipts were made in to the Child Labor Enforcement fund (0826) in the past three years:

FY 2021	\$10,725
FY 2020	\$14,675
FY 2019	\$ 3,350

Officials from the **Office of Administration – Administrative Hearing Commission, Attorney General’s Office, Department of Social Services, Department of Corrections, Office of Administration, Missouri Department of Transportation, Missouri State University, University of Central Missouri, Missouri University System, City of Hughesville, and the City of Springfield** each assume the proposal will have no fiscal impact on their organization. **Oversight** does not have any information to the contrary. Therefore, **Oversight** will reflect a zero impact in the fiscal note for above organizations.

<u>FISCAL IMPACT – State Government</u>	FY 2023 (10 Mo.)	FY 2024	FY 2025
CHILD LABOR ENFORCEMENT FUND (0826)			
<u>Decline in Revenue</u> – employer no longer allowed to require certificate for those below 16 year of age	<u>Less than</u> <u>(\$20,000)</u>	<u>Less than</u> <u>(\$20,000)</u>	<u>Less than</u> <u>(\$20,000)</u>
NET EFFECT ON THE CHILD LABOR ENFORCEMENT FUND (0826)	<u>Less than</u> <u>(\$20,000)</u>	<u>Less than</u> <u>(\$20,000)</u>	<u>Less than</u> <u>(\$20,000)</u>
<u>FISCAL IMPACT – Local Government</u>	FY 2023 (10 Mo.)	FY 2024	FY 2025
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT – Small Business

Small home-based businesses could be impacted by this proposal.

FISCAL DESCRIPTION

This act modifies and creates new provisions relating to the regulation of employment.

ELIMINATION OF YOUTH ENTERTAINMENT WORK PERMITS

(Chapter 294)

The act additionally modifies current provisions of law regulating child employment. Specifically, the act repeals requirements that children under the age of 16 must obtain work permits prior to being employed in the entertainment industry.

Additionally, the act modifies the process for issuing work certificates to children under 18 years of age. Current law requires children under 18 years of age to be issued a work certificate in order to be employed during the regular school term. This act repeals that requirement and instead makes issuance of a work certificate as evidence of age of the child to be permissive, upon the request of the child or the employer seeking to employ the child. Such work certificates

are to be issued by the Division of Labor Standards and shall be accepted as conclusive evidence of the age of the child.

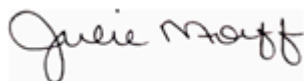
The act furthermore provides that the Division of Labor Standards, Labor and Industrial Relations Commission, Department of Labor and Industrial Relations, and every other government entity in this state are prohibited from:

- Requiring that a child under the age of 18 be issued a work certificate of employment or entertainment work permit as a condition of employment; and
- Requiring an employer to obtain a work certificate of employment or entertainment work permit from a child under the age of 18 as a condition of employment.

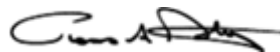
This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Labor and Industrial Relations
Office of Administration – Administrative Hearing Commission
Attorney General’s Office
Department of Social Services
Department of Corrections
Office of Administration
Missouri Department of Transportation
Missouri State University
University of Central Missouri
Missouri University System
City of Hughesville
City of Springfield



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March 3, 2022



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