

# SENATE BILL 420

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CF 2lr1988

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By: **Senators Rosapepe, Hayes, West, Jackson, and Lam**

Introduced and read first time: January 26, 2022

Assigned to: Finance

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## A BILL ENTITLED

1 AN ACT concerning

2 **Employment of Minors – Work Permits – Information Sharing**

3 FOR the purpose of requiring the Commissioner of Labor and Industry, unless the parent  
4 or guardian of the minor has opted out, to release certain personal information of a  
5 minor who has a work permit and certain information of the employer of the minor  
6 to certain entities that have requested the information; and generally relating to the  
7 employment of minors and work permits.

8 BY repealing and reenacting, with amendments,  
9 Article – Labor and Employment  
10 Section 3–206  
11 Annotated Code of Maryland  
12 (2016 Replacement Volume and 2021 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
14 That the Laws of Maryland read as follows:

15 **Article – Labor and Employment**

16 3–206.

17 (a) A parent or guardian of a minor may apply for a work permit by completing  
18 an online application that includes:

- 19 (1) verification of the minor’s age;
- 20 (2) a description of the work to be performed by the minor;
- 21 (3) approval by the parent or guardian of the minor’s employment; and
- 22 (4) any other information the Commissioner may require.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (b) After reviewing an online application for a work permit, the Commissioner  
2 may issue the permit if the employment is allowed under this subtitle for the minor for  
3 whom the permit is sought.

4 (c) (1) The Commissioner may issue a work permit that authorizes a minor to  
5 be employed in an occupation that otherwise would be restricted under § 3–213 of this  
6 subtitle, if the minor:

7 (i) is exempted, under § 7–301(d)(2)(i) of the Education Article, from  
8 attendance in public school because the emotional, mental, or physical condition of the  
9 minor makes instruction detrimental to the progress of the minor;

10 (ii) is to be employed only in office work;

11 (iii) is to be employed in work that is performed outside of all rooms  
12 where goods are manufactured or processed; or

13 (iv) is to be employed in work that a county school system obtains  
14 and supervises as part of a work–study, student–learner, or similar program for which the  
15 employment is an integral part of the course of study.

16 (2) The Commissioner shall issue a work permit that authorizes a minor to  
17 be employed:

18 (i) in an occupation that otherwise would be restricted under §  
19 3–213 of this subtitle if the minor is granted an exception by the Commissioner because,  
20 after investigation, the Commissioner determines that neither the work nor the work site  
21 where the work is to be performed is hazardous to the minor; or

22 (ii) in an occupation that otherwise would be restricted under §  
23 3–213(c)(1) or (2) of this subtitle, if the minor:

24 1. has completed a course of study in that occupation at an  
25 accredited school and has been graduated from the school; or

26 2. is granted an exception by the Commissioner because  
27 employment in that occupation is part of a work–study, student–learner, or apprentice  
28 program under a federal, State, or local governmental agency.

29 **(D) (1) UNLESS THE PARENT OR GUARDIAN OF THE MINOR HAS OPTED**  
30 **OUT, THE COMMISSIONER SHALL RELEASE THE NAME, HOME ADDRESS, TELEPHONE**  
31 **NUMBER, AND DATE OF BIRTH OF A MINOR WHO HAS A WORK PERMIT AND THE NAME,**  
32 **BUSINESS NAME, ADDRESS, AND TELEPHONE NUMBER OF THE EMPLOYER OF THE**  
33 **MINOR TO THE FOLLOWING ORGANIZATIONS THAT REQUEST THE INFORMATION:**

1                   **(I) EMPLOYERS AND APPRENTICESHIP SPONSORS REGISTERED**  
2 **WITH THE DEPARTMENT;**

3                   **(II) EDUCATIONAL PROGRAMS AND INSTITUTIONS REGISTERED**  
4 **WITH THE DEPARTMENT; AND**

5                   **(III) LOCAL WORKFORCE DEVELOPMENT BOARDS THAT HAVE**  
6 **SYSTEMS TO SHARE THE INFORMATION WITH EMPLOYERS AND EDUCATIONAL**  
7 **PROGRAMS AND INSTITUTIONS.**

8                   **(2) THE DEPARTMENT SHALL ADOPT REGULATIONS NECESSARY TO**  
9 **CARRY OUT THIS SUBSECTION, INCLUDING THE PROCESS BY WHICH A PARENT OR**  
10 **GUARDIAN OF THE MINOR MAY OPT OUT OF THE SHARING OF INFORMATION UNDER**  
11 **PARAGRAPH (1) OF THIS SUBSECTION.**

12           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
13 October 1, 2022.