

COMMITTEE STATEMENT: ASSEMBLY: Yes

SENATE: No

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: No

VETO MESSAGE: Yes

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

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REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: No

CL/MM

P.L. 2024, CHAPTER 104, *approved December 30, 2024*
Senate, No. 2864 (*Second Reprint*)

1 AN ACT concerning working hours of minors in professional
2 athletics industry and amending P.L.1940, c.153.

3
4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6
7 1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to
8 read as follows:

9 3. a. Except as provided in section 15 of P.L.1940, c.153
10 (C.34:2-21.15) and except for domestic service or messengers
11 employed by communications companies subject to the supervision
12 and control of the Federal Communications Commission, no minor
13 under 18 years of age shall be employed, permitted, or suffered to
14 work in, about, or in connection with any gainful occupation more
15 than six consecutive days in any one week, or more than 40 hours in
16 any one week, or more than eight hours in any one day, nor shall
17 any minor under 16 years of age be so employed, permitted, or
18 suffered to work before 7 a.m. or after 7 p.m. of any day, except
19 that during the school year, a minor who is at least 14 or 15 years of
20 age may work during non-school hours, for no more than three
21 hours on a school day and no more than 18 hours in a school week,
22 and up to eight hours on a non-school day during a school week,
23 and except a minor who is 14 or 15 years of age may work in a
24 restaurant, supermarket or other retail establishment, or in any
25 occupation not prohibited by the provisions of this act, P.L.1940,
26 c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the
27 commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
28 seq.), up to 40 hours in a week during the period beginning on the
29 last day of a minor's school year and ending on Labor Day of each
30 year until 9 p.m. of any day, and except a minor who is 14 or 15
31 years of age may be employed as a little league umpire for little
32 leagues chartered by Little League Baseball, Incorporated, until 9
33 p.m. of any day; and except a minor who is 14 or 15 years of age
34 may be employed ¹[by or]¹ as a professional athlete by a national
35 sports association, league or team ²[after 11 p.m. and following
36 12:01 a.m. of the next day if that employment is a continuation of a
37 workday which began before 11] until 11:30² p.m. ²of any day²
38 with a special written permit from the minor's parents or legal
39 guardian stating the hours that the minor is permitted to work

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate floor amendments adopted May 13, 2024.

²Senate amendments adopted in accordance with Governor's recommendations December 19, 2024.

1 ²except that in no case shall minor be employed after 3 a.m. or
2 before 6 a.m. on a day which precedes a regularly scheduled school
3 day]²; nor shall any minor between 16 and 18 years of age be so
4 employed, permitted, or suffered to work before 6 a.m. or after 11
5 p.m. of any day; provided that minors between 16 and 18 years of
6 age may be employed after 11 p.m. during any regular vacation
7 season, and on days which do not precede a regularly scheduled
8 school day; provided that minors between 16 and 18 years of age
9 may be employed in a seasonal amusement or restaurant occupation
10 after 11 p.m. and following 12:01 a.m. of the next day, if that
11 employment is a continuation of a workday which began before 11
12 p.m., either during any regular school vacation season, or on
13 workdays which do not begin on a day which precedes a regularly
14 scheduled school day, except that in no case shall minors between
15 16 and 18 years of age be employed after 3 a.m. or before 6 a.m. on
16 a day which precedes a regularly scheduled school day; provided,
17 further, that minors may be employed in a concert or a theatrical
18 performance up to 11:30 p.m.; provided, further, that minors
19 between 16 and 18 years of age may serve at an election pursuant to
20 R.S.19:6-2, between the hours of 5:30 a.m. and 9:00 p.m. on a day
21 that the election is held; and provided, further, that minors not less
22 than 16 years of age and who are attending school may be employed
23 as pinsetters, lane attendants, or busboys in public bowling alleys
24 up to 11:30 p.m.; and provided, further, that minors between 16 and
25 18 years of age may not be employed after 10 p.m. during the
26 regular school vacation seasons in or for a factory or in any
27 occupation otherwise prohibited by law or by order or regulation
28 made in pursuance of law. The hours of work of minors under 16
29 employed outside school hours shall not exceed three hours in any
30 one day when school is in session and shall not exceed in any one
31 week when school is in session the maximum number of hours
32 permitted for that period under the federal "Fair Labor Standards
33 Act of 1938," 29 U.S.C.s.201 et seq., and regulations promulgated
34 pursuant to that federal act.

35 b. Notwithstanding the provisions of subsection a. of this
36 section, a minor between 16 and 18 years of age may work up to 50
37 hours in one week and up to 10 hours in one day during the period
38 beginning on the last day of the minor's school year and ending on
39 Labor Day. This subsection shall take effect immediately upon the
40 date of enactment.

41 c. This section is not applicable to the employment of a minor
42 between 16 and 18 years of age during the months of June, July,
43 August or September by a summer resident camp, conference or
44 retreat operated by a nonprofit or religious corporation or
45 association, unless the employment is primarily general
46 maintenance work or food service activities.

47 (cf: P.L.2022, c.66, s.1)

S2864 [2R]

3

1 2. This act shall take effect immediately.

2

3

4

5

6 Establishes working hours for certain minors employed as
7 professional athletes.

CHAPTER 104

AN ACT concerning working hours of minors in professional athletics industry and amending P.L.1940, c.153.

BE IT ENACTED *by the Senate and General Assembly of the State of New Jersey:*

1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to read as follows:

C.34:2-21.3 Limitations on minors' working hours.

3. a. Except as provided in section 15 of P.L.1940, c.153 (C.34:2-21.15) and except for domestic service or messengers employed by communications companies subject to the supervision and control of the Federal Communications Commission, no minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation more than six consecutive days in any one week, or more than 40 hours in any one week, or more than eight hours in any one day, nor shall any minor under 16 years of age be so employed, permitted, or suffered to work before 7 a.m. or after 7 p.m. of any day, except that during the school year, a minor who is at least 14 or 15 years of age may work during non-school hours, for no more than three hours on a school day and no more than 18 hours in a school week, and up to eight hours on a non-school day during a school week, and except a minor who is 14 or 15 years of age may work in a restaurant, supermarket or other retail establishment, or in any occupation not prohibited by the provisions of this act, P.L.1940, c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et seq.), up to 40 hours in a week during the period beginning on the last day of a minor's school year and ending on Labor Day of each year until 9 p.m. of any day, and except a minor who is 14 or 15 years of age may be employed as a little league umpire for little leagues chartered by Little League Baseball, Incorporated, until 9 p.m. of any day; and except a minor who is 14 or 15 years of age may be employed as a professional athlete by a national sports association, league or team until 11:30 p.m. of any day with a special written permit from the minor's parents or legal guardian stating the hours that the minor is permitted to work; nor shall any minor between 16 and 18 years of age be so employed, permitted, or suffered to work before 6 a.m. or after 11 p.m. of any day; provided that minors between 16 and 18 years of age may be employed after 11 p.m. during any regular vacation season, and on days which do not precede a regularly scheduled school day; provided that minors between 16 and 18 years of age may be employed in a seasonal amusement or restaurant occupation after 11 p.m. and following 12:01 a.m. of the next day, if that employment is a continuation of a workday which began before 11 p.m., either during any regular school vacation season, or on workdays which do not begin on a day which precedes a regularly scheduled school day, except that in no case shall minors between 16 and 18 years of age be employed after 3 a.m. or before 6 a.m. on a day which precedes a regularly scheduled school day; provided, further, that minors may be employed in a concert or a theatrical performance up to 11:30 p.m.; provided, further, that minors between 16 and 18 years of age may serve at an election pursuant to R.S.19:6-2, between the hours of 5:30 a.m. and 9:00 p.m. on a day that the election is held; and provided, further, that minors not less than 16 years of age and who are attending school may be employed as pinsetters, lane attendants, or busboys in public bowling alleys up to 11:30 p.m.; and provided, further, that minors between 16 and 18 years of age may not be employed after 10 p.m. during the regular school vacation seasons in or for a factory or in any occupation otherwise prohibited by law or by order or regulation made in pursuance of law. The hours of work of minors under 16 employed outside school hours shall not exceed three hours in any one day when school is in session and shall not exceed in any

one week when school is in session the maximum number of hours permitted for that period under the federal "Fair Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and regulations promulgated pursuant to that federal act.

b. Notwithstanding the provisions of subsection a. of this section, a minor between 16 and 18 years of age may work up to 50 hours in one week and up to 10 hours in one day during the period beginning on the last day of the minor's school year and ending on Labor Day. This subsection shall take effect immediately upon the date of enactment.

c. This section is not applicable to the employment of a minor between 16 and 18 years of age during the months of June, July, August or September by a summer resident camp, conference or retreat operated by a nonprofit or religious corporation or association, unless the employment is primarily general maintenance work or food service activities.

2. This act shall take effect immediately.

Approved December 30, 2024.

SENATE, No. 2864

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MARCH 4, 2024

Sponsored by:

Senator JOSEPH A. LAGANA

District 38 (Bergen)

SYNOPSIS

Establishes working hours for certain minors employed by or as professional athletes.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning working hours of minors in professional
2 athletics industry and amending P.L.1940, c.153.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to
8 read as follows:

9 3. a. Except as provided in section 15 of P.L.1940, c.153
10 (C.34:2-21.15) and except for domestic service or messengers
11 employed by communications companies subject to the supervision
12 and control of the Federal Communications Commission, no minor
13 under 18 years of age shall be employed, permitted, or suffered to
14 work in, about, or in connection with any gainful occupation more
15 than six consecutive days in any one week, or more than 40 hours in
16 any one week, or more than eight hours in any one day, nor shall
17 any minor under 16 years of age be so employed, permitted, or
18 suffered to work before 7 a.m. or after 7 p.m. of any day, except
19 that during the school year, a minor who is at least 14 or 15 years of
20 age may work during non-school hours, for no more than three
21 hours on a school day and no more than 18 hours in a school week,
22 and up to eight hours on a non-school day during a school week,
23 and except a minor who is 14 or 15 years of age may work in a
24 restaurant, supermarket or other retail establishment, or in any
25 occupation not prohibited by the provisions of this act, P.L.1940,
26 c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the
27 commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
28 seq.), up to 40 hours in a week during the period beginning on the
29 last day of a minor's school year and ending on Labor Day of each
30 year until 9 p.m. of any day, and except a minor who is 14 or 15
31 years of age may be employed as a little league umpire for little
32 leagues chartered by Little League Baseball, Incorporated, until 9
33 p.m. of any day; and except a minor who is 14 or 15 years of age
34 may be employed by or as a professional athlete by a national sports
35 association, league or team after 11 p.m. and following 12:01 a.m.
36 of the next day if that employment is a continuation of a workday
37 which began before 11 p.m. with a special written permit from the
38 minor's parents or legal guardian stating the hours that the minor is
39 permitted to work except that in no case shall minor be employed
40 after 3 a.m. or before 6 a.m. on a day which precedes a regularly
41 scheduled school day; nor shall any minor between 16 and 18 years
42 of age be so employed, permitted, or suffered to work before 6 a.m.
43 or after 11 p.m. of any day; provided that minors between 16 and 18
44 years of age may be employed after 11 p.m. during any regular
45 vacation season, and on days which do not precede a regularly

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 scheduled school day; provided that minors between 16 and 18
2 years of age may be employed in a seasonal amusement or
3 restaurant occupation after 11 p.m. and following 12:01 a.m. of the
4 next day, if that employment is a continuation of a workday which
5 began before 11 p.m., either during any regular school vacation
6 season, or on workdays which do not begin on a day which precedes
7 a regularly scheduled school day, except that in no case shall
8 minors between 16 and 18 years of age be employed after 3 a.m. or
9 before 6 a.m. on a day which precedes a regularly scheduled school
10 day; provided, further, that minors may be employed in a concert or
11 a theatrical performance up to 11:30 p.m.; provided, further, that
12 minors between 16 and 18 years of age may serve at an election
13 pursuant to R.S.19:6-2, between the hours of 5:30 a.m. and 9:00
14 p.m. on a day that the election is held; and provided, further, that
15 minors not less than 16 years of age and who are attending school
16 may be employed as pinsetters, lane attendants, or busboys in
17 public bowling alleys up to 11:30 p.m.; and provided, further, that
18 minors between 16 and 18 years of age may not be employed after
19 10 p.m. during the regular school vacation seasons in or for a
20 factory or in any occupation otherwise prohibited by law or by
21 order or regulation made in pursuance of law. The hours of work of
22 minors under 16 employed outside school hours shall not exceed
23 three hours in any one day when school is in session and shall not
24 exceed in any one week when school is in session the maximum
25 number of hours permitted for that period under the federal "Fair
26 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and
27 regulations promulgated pursuant to that federal act.

28 b. Notwithstanding the provisions of subsection a. of this
29 section, a minor between 16 and 18 years of age may work up to 50
30 hours in one week and up to 10 hours in one day during the period
31 beginning on the last day of the minor's school year and ending on
32 Labor Day. This subsection shall take effect immediately upon the
33 date of enactment.

34 c. This section is not applicable to the employment of a minor
35 between 16 and 18 years of age during the months of June, July,
36 August or September by a summer resident camp, conference or
37 retreat operated by a nonprofit or religious corporation or
38 association, unless the employment is primarily general
39 maintenance work or food service activities.

40 (cf: P.L.2022, c.66, s.1)

41

42 2. This act shall take effect immediately.

43

44

45

STATEMENT

46

47 This bill establishes working hours for certain minors who are
48 employed by or as professional athletes. Specifically, the bill

S2864 LAGANA

4

1 provides that a minor who is 14 or 15 years of age may be
2 employed by or as a professional athlete by a national sports
3 association, league or team after 11 p.m. and following 12:01 a.m.
4 of the next day if that employment is a continuation of a workday
5 which began before 11 p.m. with a special written permit from their
6 parents or legal guardian stating the hours they are permitted to
7 work except that in no case shall minors be employed after 3 a.m. or
8 before 6 a.m. on a day which precedes a regularly scheduled school
9 day.

[First Reprint]

SENATE, No. 2864

STATE OF NEW JERSEY
221st LEGISLATURE

INTRODUCED MARCH 4, 2024

Sponsored by:

Senator JOSEPH A. LAGANA

District 38 (Bergen)

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblywoman LISA SWAIN

District 38 (Bergen)

Assemblyman MICHAEL VENEZIA

District 34 (Essex)

Co-Sponsored by:

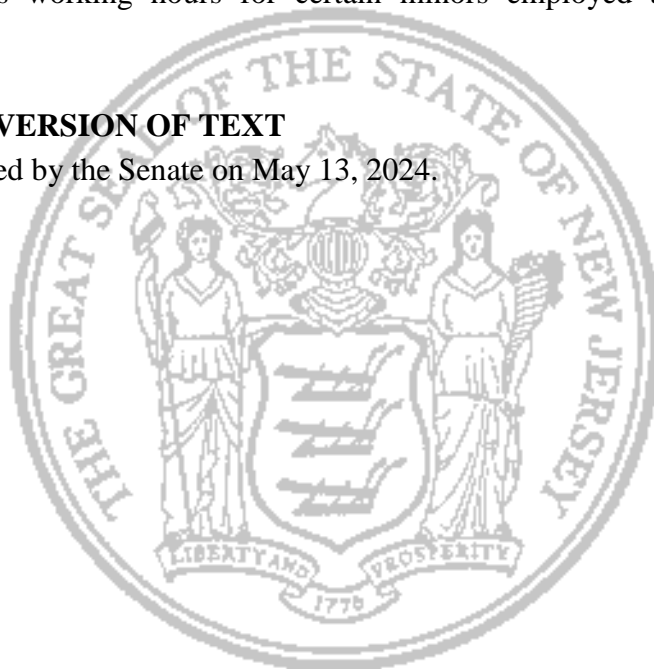
Assemblyman Sampson and Assemblywoman Murphy

SYNOPSIS

Establishes working hours for certain minors employed as professional athletes.

CURRENT VERSION OF TEXT

As amended by the Senate on May 13, 2024.



(Sponsorship Updated As Of: 6/28/2024)

1 AN ACT concerning working hours of minors in professional
2 athletics industry and amending P.L.1940, c.153.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to read
8 as follows:

9 3. a. Except as provided in section 15 of P.L.1940, c.153 (C.34:2-
10 21.15) and except for domestic service or messengers employed by
11 communications companies subject to the supervision and control of
12 the Federal Communications Commission, no minor under 18 years of
13 age shall be employed, permitted, or suffered to work in, about, or in
14 connection with any gainful occupation more than six consecutive
15 days in any one week, or more than 40 hours in any one week, or more
16 than eight hours in any one day, nor shall any minor under 16 years of
17 age be so employed, permitted, or suffered to work before 7 a.m. or
18 after 7 p.m. of any day, except that during the school year, a minor
19 who is at least 14 or 15 years of age may work during non-school
20 hours, for no more than three hours on a school day and no more than
21 18 hours in a school week, and up to eight hours on a non-school day
22 during a school week, and except a minor who is 14 or 15 years of age
23 may work in a restaurant, supermarket or other retail establishment, or
24 in any occupation not prohibited by the provisions of this act,
25 P.L.1940, c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by
26 the commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
27 seq.), up to 40 hours in a week during the period beginning on the last
28 day of a minor's school year and ending on Labor Day of each year
29 until 9 p.m. of any day, and except a minor who is 14 or 15 years of
30 age may be employed as a little league umpire for little leagues
31 chartered by Little League Baseball, Incorporated, until 9 p.m. of any
32 day; and except a minor who is 14 or 15 years of age may be
33 employed ¹**[by or]** as a professional athlete by a national sports
34 association, league or team after 11 p.m. and following 12:01 a.m. of
35 the next day if that employment is a continuation of a workday which
36 began before 11 p.m. with a special written permit from the minor's
37 parents or legal guardian stating the hours that the minor is permitted
38 to work except that in no case shall minor be employed after 3 a.m. or
39 before 6 a.m. on a day which precedes a regularly scheduled school
40 day; nor shall any minor between 16 and 18 years of age be so
41 employed, permitted, or suffered to work before 6 a.m. or after 11 p.m.
42 of any day; provided that minors between 16 and 18 years of age may
43 be employed after 11 p.m. during any regular vacation season, and on
44 days which do not precede a regularly scheduled school day; provided
45 that minors between 16 and 18 years of age may be employed in a

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate floor amendments adopted May 13, 2024.

1 seasonal amusement or restaurant occupation after 11 p.m. and
2 following 12:01 a.m. of the next day, if that employment is a
3 continuation of a workday which began before 11 p.m., either during
4 any regular school vacation season, or on workdays which do not
5 begin on a day which precedes a regularly scheduled school day,
6 except that in no case shall minors between 16 and 18 years of age be
7 employed after 3 a.m. or before 6 a.m. on a day which precedes a
8 regularly scheduled school day; provided, further, that minors may be
9 employed in a concert or a theatrical performance up to 11:30 p.m.;
10 provided, further, that minors between 16 and 18 years of age may
11 serve at an election pursuant to R.S.19:6-2, between the hours of 5:30
12 a.m. and 9:00 p.m. on a day that the election is held; and provided,
13 further, that minors not less than 16 years of age and who are attending
14 school may be employed as pinsetters, lane attendants, or busboys in
15 public bowling alleys up to 11:30 p.m.; and provided, further, that
16 minors between 16 and 18 years of age may not be employed after 10
17 p.m. during the regular school vacation seasons in or for a factory or in
18 any occupation otherwise prohibited by law or by order or regulation
19 made in pursuance of law. The hours of work of minors under 16
20 employed outside school hours shall not exceed three hours in any one
21 day when school is in session and shall not exceed in any one week
22 when school is in session the maximum number of hours permitted for
23 that period under the federal "Fair Labor Standards Act of 1938," 29
24 U.S.C.s.201 et seq., and regulations promulgated pursuant to that
25 federal act.

26 b. Notwithstanding the provisions of subsection a. of this section,
27 a minor between 16 and 18 years of age may work up to 50 hours in
28 one week and up to 10 hours in one day during the period beginning
29 on the last day of the minor's school year and ending on Labor Day.
30 This subsection shall take effect immediately upon the date of
31 enactment.

32 c. This section is not applicable to the employment of a minor
33 between 16 and 18 years of age during the months of June, July,
34 August or September by a summer resident camp, conference or
35 retreat operated by a nonprofit or religious corporation or association,
36 unless the employment is primarily general maintenance work or food
37 service activities.

38 (cf: P.L.2022, c.66, s.1)

39

40 2. This act shall take effect immediately.

[Second Reprint]

SENATE, No. 2864

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MARCH 4, 2024

Sponsored by:

Senator JOSEPH A. LAGANA

District 38 (Bergen)

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblywoman LISA SWAIN

District 38 (Bergen)

Assemblyman MICHAEL VENEZIA

District 34 (Essex)

Co-Sponsored by:

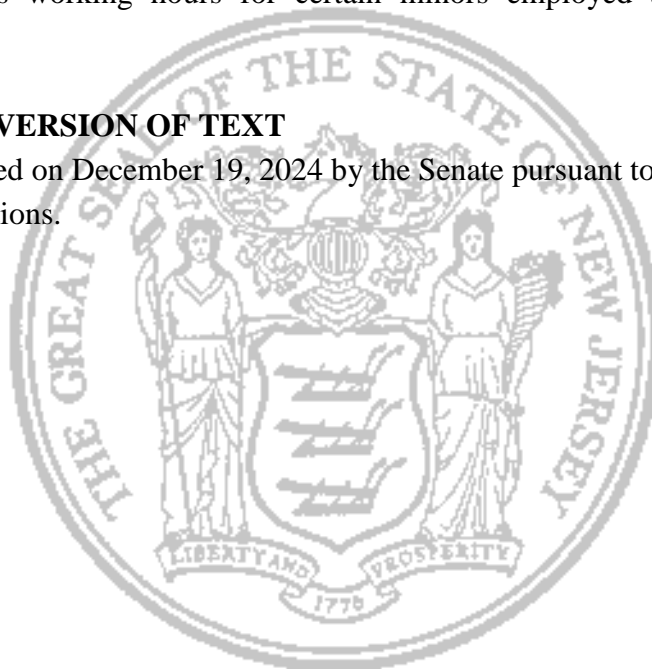
Assemblyman Sampson and Assemblywoman Murphy

SYNOPSIS

Establishes working hours for certain minors employed as professional athletes.

CURRENT VERSION OF TEXT

As amended on December 19, 2024 by the Senate pursuant to the Governor's recommendations.



(Sponsorship Updated As Of: 6/28/2024)

1 AN ACT concerning working hours of minors in professional
2 athletics industry and amending P.L.1940, c.153.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to
8 read as follows:

9 3. a. Except as provided in section 15 of P.L.1940, c.153
10 (C.34:2-21.15) and except for domestic service or messengers
11 employed by communications companies subject to the supervision
12 and control of the Federal Communications Commission, no minor
13 under 18 years of age shall be employed, permitted, or suffered to
14 work in, about, or in connection with any gainful occupation more
15 than six consecutive days in any one week, or more than 40 hours in
16 any one week, or more than eight hours in any one day, nor shall
17 any minor under 16 years of age be so employed, permitted, or
18 suffered to work before 7 a.m. or after 7 p.m. of any day, except
19 that during the school year, a minor who is at least 14 or 15 years of
20 age may work during non-school hours, for no more than three
21 hours on a school day and no more than 18 hours in a school week,
22 and up to eight hours on a non-school day during a school week,
23 and except a minor who is 14 or 15 years of age may work in a
24 restaurant, supermarket or other retail establishment, or in any
25 occupation not prohibited by the provisions of this act, P.L.1940,
26 c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the
27 commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
28 seq.), up to 40 hours in a week during the period beginning on the
29 last day of a minor's school year and ending on Labor Day of each
30 year until 9 p.m. of any day, and except a minor who is 14 or 15
31 years of age may be employed as a little league umpire for little
32 leagues chartered by Little League Baseball, Incorporated, until 9
33 p.m. of any day; and except a minor who is 14 or 15 years of age
34 may be employed ¹**["by or"]** as a professional athlete by a national
35 sports association, league or team ²**["after 11 p.m. and following**
36 12:01 a.m. of the next day if that employment is a continuation of a
37 workday which began before 11**"]** until 11:30² p.m. ²**of any day**²
38 with a special written permit from the minor's parents or legal
39 guardian stating the hours that the minor is permitted to work
40 ²**["except that in no case shall minor be employed after 3 a.m. or**
41 before 6 a.m. on a day which precedes a regularly scheduled school
42 day**"]**²; nor shall any minor between 16 and 18 years of age be so
43 employed, permitted, or suffered to work before 6 a.m. or after 11
44 p.m. of any day; provided that minors between 16 and 18 years of

EXPLANATION – Matter enclosed in bold-faced brackets **["thus"]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate floor amendments adopted May 13, 2024.

²Senate amendments adopted in accordance with Governor's recommendations December 19, 2024.

1 age may be employed after 11 p.m. during any regular vacation
2 season, and on days which do not precede a regularly scheduled
3 school day; provided that minors between 16 and 18 years of age
4 may be employed in a seasonal amusement or restaurant occupation
5 after 11 p.m. and following 12:01 a.m. of the next day, if that
6 employment is a continuation of a workday which began before 11
7 p.m., either during any regular school vacation season, or on
8 workdays which do not begin on a day which precedes a regularly
9 scheduled school day, except that in no case shall minors between
10 16 and 18 years of age be employed after 3 a.m. or before 6 a.m. on
11 a day which precedes a regularly scheduled school day; provided,
12 further, that minors may be employed in a concert or a theatrical
13 performance up to 11:30 p.m.; provided, further, that minors
14 between 16 and 18 years of age may serve at an election pursuant to
15 R.S.19:6-2, between the hours of 5:30 a.m. and 9:00 p.m. on a day
16 that the election is held; and provided, further, that minors not less
17 than 16 years of age and who are attending school may be employed
18 as pinsetters, lane attendants, or busboys in public bowling alleys
19 up to 11:30 p.m.; and provided, further, that minors between 16 and
20 18 years of age may not be employed after 10 p.m. during the
21 regular school vacation seasons in or for a factory or in any
22 occupation otherwise prohibited by law or by order or regulation
23 made in pursuance of law. The hours of work of minors under 16
24 employed outside school hours shall not exceed three hours in any
25 one day when school is in session and shall not exceed in any one
26 week when school is in session the maximum number of hours
27 permitted for that period under the federal "Fair Labor Standards
28 Act of 1938," 29 U.S.C.s.201 et seq., and regulations promulgated
29 pursuant to that federal act.

30 b. Notwithstanding the provisions of subsection a. of this
31 section, a minor between 16 and 18 years of age may work up to 50
32 hours in one week and up to 10 hours in one day during the period
33 beginning on the last day of the minor's school year and ending on
34 Labor Day. This subsection shall take effect immediately upon the
35 date of enactment.

36 c. This section is not applicable to the employment of a minor
37 between 16 and 18 years of age during the months of June, July,
38 August or September by a summer resident camp, conference or
39 retreat operated by a nonprofit or religious corporation or
40 association, unless the employment is primarily general
41 maintenance work or food service activities.

42 (cf: P.L.2022, c.66, s.1)

43

44 2. This act shall take effect immediately.

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 2864

STATE OF NEW JERSEY

DATED: MARCH 14, 2024

The Senate Labor Committee reports favorably Senate Bill No. 2864.

This bill establishes working hours for certain minors who are employed by or as professional athletes. Specifically, the bill provides that a minor who is 14 or 15 years of age may be employed by or as a professional athlete by a national sports association, league or team after 11 p.m. and following 12:01 a.m. of the next day if that employment is a continuation of a workday which began before 11 p.m. with a special written permit from their parents or legal guardian stating the hours they are permitted to work except that in no case shall minors be employed after 3 a.m. or before 6 a.m. on a day which precedes a regularly scheduled school day.

STATEMENT TO

SENATE, No. 2864

with Senate Floor Amendments
(Proposed by Senator LAGANA)

ADOPTED: MAY 13, 2024

These amendments establish working hours for certain minors who are employed as professional athletes so that the bill would not apply to non-athlete employees.

ASSEMBLY, No. 4061

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MARCH 14, 2024

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblywoman LISA SWAIN

District 38 (Bergen)

SYNOPSIS

Establishes working hours for certain minors employed by or as professional athletes.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 5/2/2024)

1 AN ACT concerning working hours of minors in professional
2 athletics industry and amending P.L.1940, c.153.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to
8 read as follows:

9 3. a. Except as provided in section 15 of P.L.1940, c.153
10 (C.34:2-21.15) and except for domestic service or messengers
11 employed by communications companies subject to the supervision
12 and control of the Federal Communications Commission, no minor
13 under 18 years of age shall be employed, permitted, or suffered to
14 work in, about, or in connection with any gainful occupation more
15 than six consecutive days in any one week, or more than 40 hours in
16 any one week, or more than eight hours in any one day, nor shall
17 any minor under 16 years of age be so employed, permitted, or
18 suffered to work before 7 a.m. or after 7 p.m. of any day, except
19 that during the school year, a minor who is at least 14 or 15 years of
20 age may work during non-school hours, for no more than three
21 hours on a school day and no more than 18 hours in a school week,
22 and up to eight hours on a non-school day during a school week,
23 and except a minor who is 14 or 15 years of age may work in a
24 restaurant, supermarket or other retail establishment, or in any
25 occupation not prohibited by the provisions of this act, P.L.1940,
26 c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by the
27 commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
28 seq.), up to 40 hours in a week during the period beginning on the
29 last day of a minor's school year and ending on Labor Day of each
30 year until 9 p.m. of any day, and except a minor who is 14 or 15
31 years of age may be employed as a little league umpire for little
32 leagues chartered by Little League Baseball, Incorporated, until 9
33 p.m. of any day; and except a minor who is 14 or 15 years of age
34 may be employed by or as a professional athlete by a national sports
35 association, league or team after 11 p.m. and following 12:01 a.m.
36 of the next day if that employment is a continuation of a workday
37 which began before 11 p.m. with a special written permit from the
38 minor's parents or legal guardian stating the hours that the minor is
39 permitted to work except that in no case shall minor be employed
40 after 3 a.m. or before 6 a.m. on a day which precedes a regularly
41 scheduled school day; nor shall any minor between 16 and 18 years
42 of age be so employed, permitted, or suffered to work before 6 a.m.
43 or after 11 p.m. of any day; provided that minors between 16 and 18
44 years of age may be employed after 11 p.m. during any regular
45 vacation season, and on days which do not precede a regularly

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 scheduled school day; provided that minors between 16 and 18
2 years of age may be employed in a seasonal amusement or
3 restaurant occupation after 11 p.m. and following 12:01 a.m. of the
4 next day, if that employment is a continuation of a workday which
5 began before 11 p.m., either during any regular school vacation
6 season, or on workdays which do not begin on a day which precedes
7 a regularly scheduled school day, except that in no case shall
8 minors between 16 and 18 years of age be employed after 3 a.m. or
9 before 6 a.m. on a day which precedes a regularly scheduled school
10 day; provided, further, that minors may be employed in a concert or
11 a theatrical performance up to 11:30 p.m.; provided, further, that
12 minors between 16 and 18 years of age may serve at an election
13 pursuant to R.S.19:6-2, between the hours of 5:30 a.m. and 9:00
14 p.m. on a day that the election is held; and provided, further, that
15 minors not less than 16 years of age and who are attending school
16 may be employed as pinsetters, lane attendants, or busboys in
17 public bowling alleys up to 11:30 p.m.; and provided, further, that
18 minors between 16 and 18 years of age may not be employed after
19 10 p.m. during the regular school vacation seasons in or for a
20 factory or in any occupation otherwise prohibited by law or by
21 order or regulation made in pursuance of law. The hours of work of
22 minors under 16 employed outside school hours shall not exceed
23 three hours in any one day when school is in session and shall not
24 exceed in any one week when school is in session the maximum
25 number of hours permitted for that period under the federal "Fair
26 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and
27 regulations promulgated pursuant to that federal act.

28 b. Notwithstanding the provisions of subsection a. of this
29 section, a minor between 16 and 18 years of age may work up to 50
30 hours in one week and up to 10 hours in one day during the period
31 beginning on the last day of the minor's school year and ending on
32 Labor Day. This subsection shall take effect immediately upon the
33 date of enactment.

34 c. This section is not applicable to the employment of a minor
35 between 16 and 18 years of age during the months of June, July,
36 August or September by a summer resident camp, conference or
37 retreat operated by a nonprofit or religious corporation or
38 association, unless the employment is primarily general
39 maintenance work or food service activities.

40 (cf: P.L.2022, c.66, s.1)

41

42 2. This act shall take effect immediately.

43

44

45

STATEMENT

46

47 This bill establishes working hours for certain minors who are
48 employed by or as professional athletes. Specifically, the bill

A4061 VERRELLI, SWAIN

4

1 provides that a minor who is 14 or 15 years of age may be
2 employed by or as a professional athlete by a national sports
3 association, league or team after 11 p.m. and following 12:01 a.m.
4 of the next day if that employment is a continuation of a workday
5 which began before 11 p.m. with a special written permit from their
6 parents or legal guardian stating the hours they are permitted to
7 work except that in no case shall minors be employed after 3 a.m. or
8 before 6 a.m. on a day which precedes a regularly scheduled school
9 day.

[First Reprint]

ASSEMBLY, No. 4061

STATE OF NEW JERSEY
221st LEGISLATURE

INTRODUCED MARCH 14, 2024

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblywoman LISA SWAIN

District 38 (Bergen)

Assemblyman MICHAEL VENEZIA

District 34 (Essex)

Co-Sponsored by:

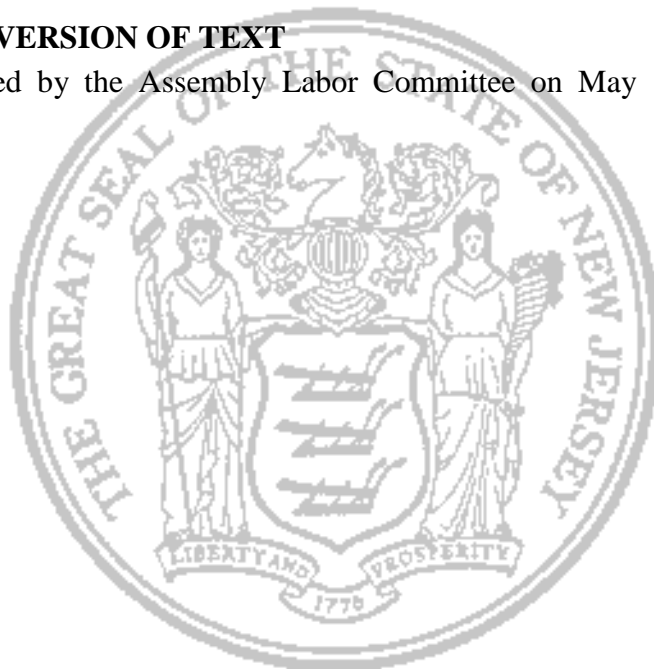
Assemblyman Sampson and Assemblywoman Murphy

SYNOPSIS

Establishes working hours for certain minors employed as professional athletes.

CURRENT VERSION OF TEXT

As reported by the Assembly Labor Committee on May 16, 2024, with amendments.



(Sponsorship Updated As Of: 6/28/2024)

1 AN ACT concerning working hours of minors in professional
2 athletics industry and amending P.L.1940, c.153.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 3 of P.L.1940, c.153 (C.34:2-21.3) is amended to read
8 as follows:

9 3. a. Except as provided in section 15 of P.L.1940, c.153 (C.34:2-
10 21.15) and except for domestic service or messengers employed by
11 communications companies subject to the supervision and control of
12 the Federal Communications Commission, no minor under 18 years of
13 age shall be employed, permitted, or suffered to work in, about, or in
14 connection with any gainful occupation more than six consecutive
15 days in any one week, or more than 40 hours in any one week, or more
16 than eight hours in any one day, nor shall any minor under 16 years of
17 age be so employed, permitted, or suffered to work before 7 a.m. or
18 after 7 p.m. of any day, except that during the school year, a minor
19 who is at least 14 or 15 years of age may work during non-school
20 hours, for no more than three hours on a school day and no more than
21 18 hours in a school week, and up to eight hours on a non-school day
22 during a school week, and except a minor who is 14 or 15 years of age
23 may work in a restaurant, supermarket or other retail establishment, or
24 in any occupation not prohibited by the provisions of this act,
25 P.L.1940, c.153 (C.34:2-21.1 et seq.) or by regulations promulgated by
26 the commissioner pursuant to this act, P.L.1940, c.153 (C.34:2-21.1 et
27 seq.), up to 40 hours in a week during the period beginning on the last
28 day of a minor's school year and ending on Labor Day of each year
29 until 9 p.m. of any day, and except a minor who is 14 or 15 years of
30 age may be employed as a little league umpire for little leagues
31 chartered by Little League Baseball, Incorporated, until 9 p.m. of any
32 day; and except a minor who is 14 or 15 years of age may be
33 employed ¹[by or]¹ as a professional athlete by a national sports
34 association, league or team after 11 p.m. and following 12:01 a.m. of
35 the next day if that employment is a continuation of a workday which
36 began before 11 p.m. with a special written permit from the minor's
37 parents or legal guardian stating the hours that the minor is permitted
38 to work except that in no case shall ¹a¹ minor be employed after 3 a.m.
39 or before 6 a.m. on a day which precedes a regularly scheduled school
40 day; nor shall any minor between 16 and 18 years of age be so
41 employed, permitted, or suffered to work before 6 a.m. or after 11 p.m.
42 of any day; provided that minors between 16 and 18 years of age may
43 be employed after 11 p.m. during any regular vacation season, and on
44 days which do not precede a regularly scheduled school day; provided
45 that minors between 16 and 18 years of age may be employed in a

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ALA committee amendments adopted May 16, 2024.

1 seasonal amusement or restaurant occupation after 11 p.m. and
2 following 12:01 a.m. of the next day, if that employment is a
3 continuation of a workday which began before 11 p.m., either during
4 any regular school vacation season, or on workdays which do not
5 begin on a day which precedes a regularly scheduled school day,
6 except that in no case shall minors between 16 and 18 years of age be
7 employed after 3 a.m. or before 6 a.m. on a day which precedes a
8 regularly scheduled school day; provided, further, that minors may be
9 employed in a concert or a theatrical performance up to 11:30 p.m.;
10 provided, further, that minors between 16 and 18 years of age may
11 serve at an election pursuant to R.S.19:6-2, between the hours of 5:30
12 a.m. and 9:00 p.m. on a day that the election is held; and provided,
13 further, that minors not less than 16 years of age and who are attending
14 school may be employed as pinsetters, lane attendants, or busboys in
15 public bowling alleys up to 11:30 p.m.; and provided, further, that
16 minors between 16 and 18 years of age may not be employed after 10
17 p.m. during the regular school vacation seasons in or for a factory or in
18 any occupation otherwise prohibited by law or by order or regulation
19 made in pursuance of law. The hours of work of minors under 16
20 employed outside school hours shall not exceed three hours in any one
21 day when school is in session and shall not exceed in any one week
22 when school is in session the maximum number of hours permitted for
23 that period under the federal "Fair Labor Standards Act of 1938," 29
24 U.S.C.s.201 et seq., and regulations promulgated pursuant to that
25 federal act.

26 b. Notwithstanding the provisions of subsection a. of this section,
27 a minor between 16 and 18 years of age may work up to 50 hours in
28 one week and up to 10 hours in one day during the period beginning
29 on the last day of the minor's school year and ending on Labor Day.
30 This subsection shall take effect immediately upon the date of
31 enactment.

32 c. This section is not applicable to the employment of a minor
33 between 16 and 18 years of age during the months of June, July,
34 August or September by a summer resident camp, conference or
35 retreat operated by a nonprofit or religious corporation or association,
36 unless the employment is primarily general maintenance work or food
37 service activities.

38 (cf: P.L.2022, c.66, s.1)

39

40 2. This act shall take effect immediately.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4061

with committee amendments

STATE OF NEW JERSEY

DATED: MAY 16, 2024

The Assembly Labor Committee reports favorably and with committee amendments Assembly Bill No. 4061.

As amended, this bill establishes working hours for certain minors who are employed as professional athletes. Specifically, the bill provides that a minor who is 14 or 15 years of age may be employed as a professional athlete by a national sports association, league or team after 11 p.m. and following 12:01 a.m. of the next day if that employment is a continuation of a workday which began before 11 p.m. with a special written permit from their parents or legal guardian stating the hours they are permitted to work except that in no case shall minors be employed after 3 a.m. or before 6 a.m. on a day which precedes a regularly scheduled school day.

As amended and reported, this bill is identical to Senate Bill No. 2864 of the 2024-2025 Legislative Session.

COMMITTEE AMENDMENTS:

The committee amended the bill to remove a provision establishing working hours for minors employed by a professional athlete.

SENATE BILL NO. 2864
(First Reprint)

To the Senate:

Pursuant to Article V, Section I, Paragraph 14 of the New Jersey Constitution, I am returning Senate Bill No. 2864 (First Reprint) with my recommendations for reconsideration.

Senate Bill No. 2864 (First Reprint) adds an exception to New Jersey's Child Labor Law, N.J.S.A. 34:2-21.3, with respect to the working hours of minors ages 14 and 15 who are professional athletes employed by a national sports association, league, or team.

The bill states that a minor who is 14 or 15 years of age may be employed as a professional athlete by a national sports association, league, or team after 11 p.m. and into the next day if that employment is a continuation of a workday which began before 11 p.m. The exception requires special written permission from the minor's parents or legal guardian stating the hours that the minor is permitted to work. However, the bill states that under no circumstances can a minor work after 3 a.m. or before 6 a.m. on a day which precedes a regularly scheduled school day.

While I understand the intent of the law, I am concerned that the bill sets working hours that are too broad for this age group. As currently written, the bill would allow for instances wherein 14- and 15-year-olds are able to only sleep for three hours per night, far less than the nightly amount recommended by medical professionals. I recommend revising the bill to permit minors ages 14 and 15 who are professional athletes employed by a national sports association, league, or team to work until 11:30 p.m., rather than until 3 a.m., as proposed. This revision aligns the bill with New Jersey's current law permitting minors employed in a concert or a theatrical performance to work until 11:30 p.m.

I look forward to continuing to work with the legislature to advance strong labor protections in our state. It is my sincere hope that the Legislature returns this bill to my desk without delay.

Therefore, I herewith return Senate Bill No. 2864 (First Reprint) and recommend that it be amended as follows:

Page 2, Section 1, Lines 34-36: Delete "after 11 p.m. and following 12:01 a.m. of the next day if that employment is a continuation of a workday which began before 11" and insert "until 11:30"

Page 2, Section 1, Line 36: After "p.m." insert "of any day"

Page 2, Section 1, Lines 38-40: Delete "except that in no case shall minor be employed after 3 a.m. or before 6 a.m. on a day which precedes a regularly scheduled school day"

[seal]

Respectfully,

/s/ Philip D. Murphy

Governor

Attest:

/s/ Parimal Garg

Chief Counsel to the Governor

Governor Murphy Takes Action on Legislation

09/12/2024

TRENTON – Today, Governor Murphy signed the following bills into law:

S-721/A-2812 (Steinhardt, Sarlo/Greenwald, Swain, Egan) - Exempts sales of investment metal bullion and investment coins from sales and use tax

S-741/A-2608 (Diegnan/Karabinchak) - Authorizes State Treasurer to sell as surplus certain real property and improvements in City of Jersey City in Hudson County

SCS for S-2188/ACS for A-1970 (Ruiz, Greenstein/Speight, Karabinchak, Verrelli) – Requires DEP, DOH, owners or operators of certain public community water systems, and owners or operators of certain buildings or facilities to take certain actions to prevent and control cases of Legionnaires' disease

S-2311/A-1128 (Singleton, Singer/DiMaio, Matsikoudis) - Requires criminal history background check for individuals seeking licensure issued by boards regulating certain health care professions

S-2435/A-3537 (Greenstein, Mukherji/Stanley, McCoy, Murphy) - Revises certain requirements concerning eligibility for reimbursement from "Emergency Medical Technician Training Fund"

S-2607/A-3872 (Ruiz, McKnight/Pintor Marin, Calabrese, Speight) - Requires private bus operators to provide notice and hold public meetings for certain service changes

S-2810/A-3779 (Diegnan/DeAngelo, Karabinchak, Bagolie) - Changes membership of board of trustees of SPRS to remove requirement that two members be private citizens

S-3097/A-4226 (Pou, Sarlo/Wimberly, Sumter) - Modifies requirements for certain projects under Economic Redevelopment and Growth Grant program

S-3134/A-4192 (Diegnan, Moriarty/Calabrese, Carter) - Requires MVC to take certain action concerning commercial driver licenses and commercial learner's permits

S-3235/A-4461 (Ruiz, Moriarty/Conaway, Miller, Sampson) – Regulates production and sale of certain intoxicating hemp products

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S-3368/A-4623 (Ruiz, McKnight/Calabrese, Stanley, Reynolds-Jackson) - Concerns law protecting residential tenants from lead-based paint hazards

S-3407/A-4540 (Lagana/Verrelli) - Requires payment of prevailing wage for projects financed through commercial property assessed clean energy program

A-2610/S-3203 (Karabinchak, Calabrese, Sauickie/Gopal) - Extends annual horse racing purse subsidies through State fiscal year 2029

[Copy of Statement](#)

A-2890/S-3231 (Verrelli, Reynolds-Jackson, Quijano/Cryan) - Permits temporary appointment of additional members to the Board of Review in the Division of Employment Security

A-4035/S-2809 (Dunn, Speight/Bucco, Pennacchio) - Requires State to sell as surplus property certain land and improvements in Morris County known as Central Park School

A-4533/S-3421 (Coughlin, Wimberly, Speight/Zwicker, Johnson) - Revises certain sections of law concerning financing mechanisms for school facilities projects of regular operating districts

A-4534/S-3439 (Coughlin, Wimberly, Schnall/Vitale, Mukherji) - Revises definition of qualified assistance fund expenses under UEZ program to include costs of transportation infrastructure projects and related debt service

Governor Murphy conditionally vetoed the following bills:

S-2864/A-4061 (Lagana/Verrelli, Swain, Venezia) – CONDITIONAL - Establishes working hours for certain minors employed as professional athletes

[Copy of Statement](#)

S-3455/A-4597 (Sarlo, Burzichelli/Calabrese, Moen, Stanley) – CONDITIONAL - Provides for automatic renewal of off-track wagering licenses

[Copy of Statement](#)

A-2180/S-3000 (Moen, Wimberly, Murphy/Beach, Polistina) – CONDITIONAL - Permits certain persons to operate Type S school buses

[Copy of Statement](#)

A-2294/S-1443 (Lopez, Freiman, Tully/Singleton, Johnson) – CONDITIONAL - Establishes mortgage payment relief and foreclosure protection for certain homeowners impacted by the remnants of Hurricane Ida

[Copy of Statement](#)

A-2607/S-360 (Karabinchak, Calabrese, Inganamort/Diegnan, Mukherji) – CONDITIONAL - Authorizes taxicabs, limousines, and transportation network companies to provide paratransit services for two-year period

[Copy of Statement](#)

Acting Governor Way Takes Action on Legislation

12/27/2024

TRENTON – Today, Acting Governor Way signed the following bill into law:

S2864 w/GR (Lagana/Verelli, Swain, Venezia) – Establishes working hours for certain minors employed as professional athletes.