

34:2-21.3 LEGISLATIVE HISTORY CHECKLIST

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LAWS OF: 2025 **CHAPTER:** 163

NJSA: 34:2-21.3, Extends hours that minor employed by national sports association, league, or team may work under certain circumstances.

BILL NO: S4400 (Substituted for A5547 (2R))

SPONSOR(S) Johnson, Gordon M. and others

DATE INTRODUCED: 5/19/2025

COMMITTEE: **ASSEMBLY:** --

SENATE: Labor

AMENDED DURING PASSAGE: No

DATE OF PASSAGE: ASSEMBLY: 12/08/2025

SENATE: 06/30/2025

DATE OF APPROVAL: 12/19/2025

FOLLOWING ARE ATTACHED IF AVAILABLE:

FINAL TEXT OF BILL (S4400 enacted)

ADVANCE LAW Yes

PAMPHLET LAW Yes

S4400

INTRODUCED BILL: (Includes sponsor(s) statement) Yes

REPRINT(S): No

TECHNICAL REVIEW OF BILL: No

COMMITTEE STATEMENT: **ASSEMBLY:** No

SENATE: Yes

(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

A5547 (2R)

INTRODUCED BILL: (Includes sponsor(s) statement)	Yes	
REPRINT(S):	Yes	ALA 6/16/25 1R Assembly 12/8/25 2R
TECHNICAL REVIEW OF BILL:	No	
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:	Yes
LEGISLATIVE FISCAL ESTIMATE:	No
VETO MESSAGE:	No
GOVERNOR'S PRESS RELEASE ON SIGNING:	Yes
LEGISLATOR STATEMENT:	No

FOLLOWING WERE PRINTED:

To check for circulating copies, contact New Jersey State Government Publications at the State Library (609) 278-2640 ext.103 or <mailto:refdesk@njstatelib.org>

REPORTS:	No
HEARINGS:	No
NEWSPAPER ARTICLES:	No

CL/MMcB

P.L. 2025, CHAPTER 163, *approved December 19, 2025*
Senate, No. 4400

1 AN ACT concerning working hours for minors and amending
2 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
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 any
17 minor under 16 years of age be so employed, permitted, or suffered
18 to work before 7 a.m. or after 7 p.m. of any day, except that during
19 the school year, a minor who is at least 14 or 15 years of age may
20 work during non-school hours, for no more than three hours on a
21 school day and no more than 18 hours in a school week, and up to
22 eight hours on a non-school day during a school week, and except a
23 minor who is 14 or 15 years of age may work in a restaurant,
24 supermarket or other retail establishment, or in any occupation not
25 prohibited by the provisions of this act, P.L.1940, c.153 (C.34:2-21.1
26 et seq.) or by regulations promulgated by the commissioner pursuant
27 to this act, P.L.1940, c.153 (C.34:2-21.1 et seq.), up to 40 hours in a
28 week during the period beginning on the last day of a minor's school
29 year and ending on Labor Day of each year until 9 p.m. of any day,
30 and except a minor who is 14 or 15 years of age may be employed as
31 a little league umpire for little leagues chartered by Little League
32 Baseball, Incorporated, until 9 p.m. of any day; and except a minor
33 who is 14 or 15 years of age may be employed as a professional
34 athlete by a national sports association, league, or team until 11:30
35 p.m. of any day and following 11:30 p.m. of any day in the event that
36 employment is a continuation of a workday which begins before
37 11:30 p.m. but ends later due to return travel or due to a match or
38 game time delay, with a special written permit from the minor's
39 parents or legal guardian stating the hours that the minor is permitted
40 to work; 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
42 p.m. of any day; provided that minors between 16 and 18 years of age
43 may be employed after 11 p.m. during any regular vacation season,

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 and on days which do not precede a regularly scheduled school day;
2 provided that minors between 16 and 18 years of age may be
3 employed in a seasonal amusement or restaurant occupation after 11
4 p.m. and following 12:01 a.m. of the next day, if that employment is
5 a continuation of a workday which began before 11 p.m., either
6 during any regular school vacation season, or on workdays which do
7 not begin on a day which precedes a regularly scheduled school day,
8 except that in no case shall minors between 16 and 18 years of age
9 be employed after 3 a.m. or before 6 a.m. on a day which precedes a
10 regularly scheduled school day; provided, further, that minors may
11 be employed in a concert or a theatrical performance up to 11:30
12 p.m.; provided, further, that minors between 16 and 18 years of age
13 may serve at an election pursuant to R.S.19:6-2, between the hours
14 of 5:30 a.m. and 9:00 p.m. on a day that the election is held; and
15 provided, further, that minors not less than 16 years of age and who
16 are attending school may be employed as pinsetters, lane attendants,
17 or busboys in public bowling alleys up to 11:30 p.m.; and provided,
18 further, that minors between 16 and 18 years of age may not be
19 employed after 10 p.m. during the regular school vacation seasons in
20 or for a factory or in any occupation otherwise prohibited by law or
21 by order or regulation made in pursuance of law. The hours of work
22 of 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 association,
38 unless the employment is primarily general maintenance work or
39 food service activities.

40 (cf: P.L.2024, c.104, s.1)

41
42 2. This act shall take effect immediately.
43
44

45 STATEMENT

46
47 This bill amends child labor laws to provide that a minor who is
48 14 or 15 years of age may be employed as a professional athlete by a

1 national sports association, league, or team following 11:30 p.m. of
2 any day in the event that employment is a continuation of a workday
3 which begins before 11:30 p.m. but ends later due to return travel or
4 due to a match or game time delay, with a special written permit from
5 the minor's parents or legal guardian.

6 Under current law, a minor who is 14 or 15 years of age may be
7 employed as a professional athlete by a national sports association,
8 league or team until 11:30 p.m. of any day.

9

10

11

12

13 Extends hours that minor employed by national sports association,
14 league, or team may work under certain circumstances.

CHAPTER 163

AN ACT concerning working hours for minors 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 and following 11:30 p.m. of any day in the event that employment is a continuation of a workday which begins before 11:30 p.m. but ends later due to return travel or due to a match or game time delay, 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 19, 2025.

SENATE, No. 4400

STATE OF NEW JERSEY
221st LEGISLATURE

INTRODUCED MAY 19, 2025

Sponsored by:
Senator GORDON M. JOHNSON
District 37 (Bergen)
Senator SHIRLEY K. TURNER
District 15 (Hunterdon and Mercer)
Assemblyman ANTHONY S. VERRELLI
District 15 (Hunterdon and Mercer)

SYNOPSIS

Extends hours that minor employed by national sports association, league, or team may work under certain circumstances.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/8/2025)

1 AN ACT concerning working hours for minors and amending
2 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
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 any
17 minor under 16 years of age be so employed, permitted, or suffered
18 to work before 7 a.m. or after 7 p.m. of any day, except that during
19 the school year, a minor who is at least 14 or 15 years of age may
20 work during non-school hours, for no more than three hours on a
21 school day and no more than 18 hours in a school week, and up to
22 eight hours on a non-school day during a school week, and except a
23 minor who is 14 or 15 years of age may work in a restaurant,
24 supermarket or other retail establishment, or in any occupation not
25 prohibited by the provisions of this act, P.L.1940, c.153 (C.34:2-21.1
26 et seq.) or by regulations promulgated by the commissioner pursuant
27 to this act, P.L.1940, c.153 (C.34:2-21.1 et seq.), up to 40 hours in a
28 week during the period beginning on the last day of a minor's school
29 year and ending on Labor Day of each year until 9 p.m. of any day,
30 and except a minor who is 14 or 15 years of age may be employed as
31 a little league umpire for little leagues chartered by Little League
32 Baseball, Incorporated, until 9 p.m. of any day; and except a minor
33 who is 14 or 15 years of age may be employed as a professional
34 athlete by a national sports association, league, or team until 11:30
35 p.m. of any day and following 11:30 p.m. of any day in the event that
36 employment is a continuation of a workday which begins before
37 11:30 p.m. but ends later due to return travel or due to a match or
38 game time delay, with a special written permit from the minor's
39 parents or legal guardian stating the hours that the minor is permitted
40 to work; 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
42 p.m. of any day; provided that minors between 16 and 18 years of age
43 may be employed after 11 p.m. during any regular vacation season,
44 and on days which do not precede a regularly scheduled school day;
45 provided that minors between 16 and 18 years of age may be

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 employed in a seasonal amusement or restaurant occupation after 11
2 p.m. and following 12:01 a.m. of the next day, if that employment is
3 a continuation of a workday which began before 11 p.m., either
4 during any regular school vacation season, or on workdays which do
5 not 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
7 be 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
9 be employed in a concert or a theatrical performance up to 11:30
10 p.m.; provided, further, that minors between 16 and 18 years of age
11 may serve at an election pursuant to R.S.19:6-2, between the hours
12 of 5:30 a.m. and 9:00 p.m. on a day that the election is held; and
13 provided, further, that minors not less than 16 years of age and who
14 are attending school may be employed as pinsetters, lane attendants,
15 or busboys in public bowling alleys up to 11:30 p.m.; and provided,
16 further, that minors between 16 and 18 years of age may not be
17 employed after 10 p.m. during the regular school vacation seasons in
18 or for a factory or in any occupation otherwise prohibited by law or
19 by order or regulation made in pursuance of law. The hours of work
20 of minors under 16 employed outside school hours shall not exceed
21 three hours in any one day when school is in session and shall not
22 exceed in any one week when school is in session the maximum
23 number of hours permitted for that period under the federal "Fair
24 Labor Standards Act of 1938," 29 U.S.C.s.201 et seq., and
25 regulations promulgated pursuant to that federal act.

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

38 (cf: P.L.2024, c.104, s.1)

39
40 2. This act shall take effect immediately.

41 42 43 STATEMENT

44
45 This bill amends child labor laws to provide that a minor who is
46 14 or 15 years of age may be employed as a professional athlete by a
47 national sports association, league, or team following 11:30 p.m. of
48 any day in the event that employment is a continuation of a workday

S4400 JOHNSON, TURNER

4

1 which begins before 11:30 p.m. but ends later due to return travel or
2 due to a match or game time delay, with a special written permit from
3 the minor's parents or legal guardian.

4 Under current law, a minor who is 14 or 15 years of age may be
5 employed as a professional athlete by a national sports association,
6 league or team until 11:30 p.m. of any day.

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 4400

STATE OF NEW JERSEY

DATED: JUNE 5, 2025

The Senate Labor Committee reports favorably Senate Bill No. 4400.

This bill amends child labor laws to provide 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 following 11:30 p.m. of any day in the event that employment is a continuation of a workday which begins before 11:30 p.m. but ends later due to return travel or due to a match or game time delay, with a special written permit from the minor's parents or legal guardian.

Under current law, 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.

ASSEMBLY, No. 5547

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED APRIL 10, 2025

Sponsored by:
Assemblyman ANTHONY S. VERRELLI
District 15 (Hunterdon and Mercer)

SYNOPSIS

Extends hours that minor employed by national sports association, league, or team may work under certain circumstances.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning working hours for minors and amending
2 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 as a professional athlete by a national sports
35 association, league, or team until 11:30 p.m. of any day and
36 following 11:30 p.m. of any day in the event that employment is a
37 continuation of a workday which begins before 11:30 p.m. but ends
38 later due to return travel or due to a match or game time delay, with
39 a special written permit from the minor's parents or legal guardian
40 stating the hours that the minor is permitted to work; nor shall any
41 minor between 16 and 18 years of age be so employed, permitted,
42 or suffered to work before 6 a.m. or after 11 p.m. of any day;
43 provided that minors between 16 and 18 years of age may be
44 employed after 11 p.m. during any regular vacation season, and on
45 days which do not precede a regularly scheduled school day;

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 provided that minors between 16 and 18 years of age may be
2 employed in a seasonal amusement or restaurant occupation after 11
3 p.m. and following 12:01 a.m. of the next day, if that employment is
4 a continuation of a workday which began before 11 p.m., either
5 during any regular school vacation season, or on workdays which
6 do not begin on a day which precedes a regularly scheduled school
7 day, except that in no case shall minors between 16 and 18 years of
8 age be employed after 3 a.m. or before 6 a.m. on a day which
9 precedes a regularly scheduled school day; provided, further, that
10 minors may be employed in a concert or a theatrical performance up
11 to 11:30 p.m.; provided, further, that minors between 16 and 18
12 years of age may serve at an election pursuant to R.S.19:6-2,
13 between the hours of 5:30 a.m. and 9:00 p.m. on a day that the
14 election is held; and provided, further, that minors not less than 16
15 years of age and who are attending school may be employed as
16 pinsetters, lane attendants, or busboys in public bowling alleys up to
17 11:30 p.m.; and provided, further, that minors between 16 and 18
18 years of age may not be employed after 10 p.m. during the regular
19 school vacation seasons in or for a factory or in any occupation
20 otherwise prohibited by law or by order or regulation made in
21 pursuance of law. The hours of work of minors under 16 employed
22 outside school hours shall not exceed three hours in any one day
23 when school is in session and shall not exceed in any one week
24 when school is in session the maximum number of hours permitted
25 for that period under the federal "Fair Labor Standards Act of
26 1938," 29 U.S.C.s.201 et seq., and regulations promulgated
27 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.2024, c.104, s.1)

41
42 2. This act shall take effect immediately.
43
44

45 STATEMENT

46
47 This bill amends child labor laws to provide that a minor who is
48 14 or 15 years of age may be employed as a professional athlete by

1 a national sports association, league, or team following 11:30 p.m.
2 of any day in the event that employment is a continuation of a
3 workday which begins before 11:30 p.m. but ends later due to
4 return travel or due to a match or game time delay, with a special
5 written permit from the minor's parents or legal guardian.

6 Under current law, a minor who is 14 or 15 years of age may be
7 employed as a professional athlete by a national sports association,
8 league or team until 11:30 p.m. of any day.

[First Reprint]

ASSEMBLY, No. 5547

STATE OF NEW JERSEY
221st LEGISLATURE

INTRODUCED APRIL 10, 2025

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

SYNOPSIS

Extends hours that minor employed by national sports association, league, or team may work under certain circumstances; establishes process in DOLWD to waive evening time limits for minor under certain circumstances.

CURRENT VERSION OF TEXT

As reported by the Assembly Labor Committee on June 16, 2025, with amendments.



1 AN ACT concerning working hours for minors and amending
2 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
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 any
17 minor under 16 years of age be so employed, permitted, or suffered to
18 work before 7 a.m. or after 7 p.m. of any day, except that during the
19 school year, a minor who is at least 14 or 15 years of age may work
20 during non-school hours, for no more than three hours on a school day
21 and no more than 18 hours in a school week, and up to eight hours on
22 a non-school day during a school week, and except a minor who is 14
23 or 15 years of age may work in a restaurant, supermarket or other retail
24 establishment, or in any occupation not prohibited by the provisions of
25 this act, P.L.1940, c.153 (C.34:2-21.1 et seq.) or by regulations
26 promulgated by the commissioner pursuant to this act, P.L.1940, c.153
27 (C.34:2-21.1 et seq.), up to 40 hours in a week during the period
28 beginning on the last day of a minor's school year and ending on Labor
29 Day of each year until 9 p.m. of any day, and except a minor who is 14
30 or 15 years of age may be employed as a little league umpire for little
31 leagues chartered by Little League Baseball, Incorporated, until 9 p.m.
32 of any day; and except a minor who is 14 or 15 years of age may be
33 employed as a professional athlete by a national sports association,
34 league, or team until 11:30 p.m. of any day and following 11:30 p.m.
35 of any day in the event that employment is a continuation of a
36 workday which begins before 11:30 p.m. but ends later due to return
37 travel or due to a match or game time delay, with a special written
38 permit from the minor's parents or legal guardian stating the hours that
39 the minor is permitted to work; nor shall any minor between 16 and 18
40 years of age be so employed, permitted, or suffered to work before 6
41 a.m. or after 11 p.m. of any day; provided that minors between 16 and
42 18 years of age may be employed after 11 p.m. during any regular
43 vacation season, and on days which do not precede a regularly
44 scheduled school day; provided that minors between 16 and 18 years
45 of age may be employed in a seasonal amusement or restaurant

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 June 16, 2025.

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

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

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

37 ¹d. Notwithstanding the provisions of subsection a. of this section,
38 the department may establish a process for applying and receiving a
39 waiver from the evening time limits due to exigent or extraordinary
40 circumstances. In determining whether the application constitutes
41 exigent or extraordinary circumstances, the department shall consider:

42 (1) the number of days of work that would exceed the evening time
43 limit;

44 (2) the nature of the work;

45 (3) the time of year of the work;

46 (4) how the work will impact the minor's well-being, including but
47 not limited to, academic and physical well-being; and

1 (5) any other factor deemed relevant as determined by the
2 commissioner.¹

3 (cf: P.L.2024, c.104, s.1)

4

5 2. This act shall take effect immediately.

[Second Reprint]

ASSEMBLY, No. 5547

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED APRIL 10, 2025

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

SYNOPSIS

Extends hours that minor employed by national sports association, league, or team may work under certain circumstances.

CURRENT VERSION OF TEXT

As amended by the General Assembly on December 8, 2025.



1 AN ACT concerning working hours for minors and amending
2 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 as a professional athlete by a national sports
35 association, league,² or team until 11:30 p.m. of any day and
36 following 11:30 p.m. of any day in the event that employment is a
37 continuation of a workday which begins before 11:30 p.m. but ends
38 later due to return travel or due to a match or game time delay, with
39 a special written permit from the minor's parents or legal guardian
40 stating the hours that the minor is permitted to work; nor shall any
41 minor between 16 and 18 years of age be so employed, permitted,
42 or suffered to work before 6 a.m. or after 11 p.m. of any day;
43 provided that minors between 16 and 18 years of age may be
44 employed after 11 p.m. during any regular vacation season, and on

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 June 16, 2025.

²Assembly floor amendments adopted December 8, 2025.

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

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

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

41 ²[¹d. Notwithstanding the provisions of subsection a. of this
42 section, the department may establish a process for applying and
43 receiving a waiver from the evening time limits due to exigent or
44 extraordinary circumstances. In determining whether the
45 application constitutes exigent or extraordinary circumstances, the
46 department shall consider:

47 (1) the number of days of work that would exceed the evening
48 time limit;

- 1 (2) the nature of the work;
- 2 (3) the time of year of the work;
- 3 (4) how the work will impact the minor's well-being, including
- 4 but not limited to, academic and physical well-being; and
- 5 (5) any other factor deemed relevant as determined by the
- 6 commissioner.¹²
- 7 (cf: P.L.2024, c.104, s.1)
- 8
- 9 2. This act shall take effect immediately.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

ASSEMBLY, No. 5547

with committee amendments

STATE OF NEW JERSEY

DATED: JUNE 16, 2025

The Assembly Labor Committee reports favorably and with committee amendments Assembly Bill No. 5547.

As amended, this bill amends child labor laws to provide 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 following 11:30 p.m. of any day in the event that employment is a continuation of a workday which begins before 11:30 p.m. but ends later due to return travel or due to a match or game time delay, with a special written permit from the minor's parents or legal guardian.

Under current law, 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.

As amended, bill permits the Department of Labor and Workforce Development to establish a process for applying and receiving a waiver from the evening time limits due to exigent or extraordinary circumstances. In determining whether the application constitutes exigent or extraordinary circumstances, the department is required to consider:

- (1) the number of days of work that would exceed the evening time limit;
- (2) the nature of the work;
- (3) the time of year of the work;
- (4) how the work will impact the minor's well-being, including but not limited to, academic and physical well-being; and
- (5) any other factor deemed relevant as determined by the Commissioner of Labor and Workforce Development.

COMMITTEE AMENDMENTS:

The committee amended the bill to permit the Department of Labor and Workforce Development to establish a process for applying and receiving a waiver from the evening time limits due to exigent or extraordinary circumstances. In determining whether the application constitutes exigent or extraordinary circumstances, the department is required to consider:

- (1) the number of days of work that would exceed the evening time limit;
- (2) the nature of the work;
- (3) the time of year of the work;
- (4) how the work will impact the minor's well-being, including but not limited to, academic and physical well-being; and
- (5) any other factor deemed relevant as determined by the commissioner.

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 5547

with Assembly Floor Amendments
(Proposed by Assemblyman VERRELLI)

ADOPTED: DECEMBER 8, 2025

These floor amendments remove language in the bill that permitted the Department of Labor and Workforce Development to establish a process for applying and receiving a waiver from the evening time limits on the employment of minors due to exigent or extraordinary circumstances. The removal of this language reverts the bill to the introduced version of the bill.

The amendments make the bill identical to Senate Bill No. 4400 of the 2024-2025 Legislative Session.

Governor Murphy Takes Action on Legislation

Posted on - 12/19/2025

TRENTON – Today, Governor Murphy signed the following bills into law, with the Governor's recommendation following concurrences by the legislature:

S-1447/A-4053 (Singleton/Lopez, Speight) - Transfers New Jersey Historic Trust from Department of State to DCA and makes certain changes related to trustees and powers

S-2038/A-3581 (Gopal, Cryan/Carter, Quijano) - Requires public institution of higher education to post certain information on institution's website

S-3153/A-4543 (Ruiz, Cryan/Haider, Speight, Sumter) - Prohibits DCF from using federal benefits received by a child in out of home placement to reimburse State for cost of child's care, except under certain circumstances

S-4400/A-5547 (Johnson, Turner/Verrelli) - Extends hours that minor employed by national sports association, league, or team may work under certain circumstances

S-4472/A-5859 (Lagana, Wimberly/Abdelaziz, Tully, Collazos-Gill) - Eliminates five percent down payment requirement for local bond ordinances involving hazard mitigation and resilience projects

S-4524/A-5862 (Turner, Testa/Bailey, Miller, Freiman) - Appropriates \$34 million from constitutionally dedicated CBT revenues to State Agriculture Development Committee for county planning incentive grants for farmland preservation purposes

S-4531/A-5861 (Burzichelli, Testa/Egan, Katz, Donlon) - Appropriates \$52,798,268 from constitutionally dedicated CBT revenues and other farmland preservation funds to State Agriculture Development Committee for farmland preservation purposes

S-4551/A-5865 (Beach, Space/Bagolie, Calabrese, Spearman) - Appropriates \$3,750,990 from constitutionally dedicated CBT revenues to State Agriculture Development Committee for grants to certain nonprofit organizations for farmland preservation purposes

S-4566/A-5863 (Cruz-Perez/Hutchison, Park, Bailey) - Appropriates \$500,000 from constitutionally dedicated CBT revenues to State Agriculture Development Committee for municipal planning incentive grants for farmland preservation purposes

S-4569/A-5864 (Smith, Singleton/Drulis, Reynolds-Jackson, Moen) - Appropriates \$13,640,000 to DEP from constitutionally dedicated CBT revenues for grants to certain nonprofit entities for open space acquisition, park development, and planning projects, and for certain administrative expenses

SJR-100/AJR-150 (Singleton/Venezia, Sumter) - Designates July of each year as "Cleft and Craniofacial Awareness and Prevention Month" in NJ

A-3802wGR/S-3061 (Reynolds-Jackson, Wimberly, Freiman/Burgess, Pennacchio) - Differentiates certain legal services from traditional insurance products

A-4331wGR/S-3227 (Speight, Atkins, Bagolie/McKnight, Turner) - Establishes licensure for cosmetic retail services

A-4712wGR/S-3504 (Tucker, Marengo/Cryan, Vitale, Johnson) - Establishes Office of Veteran Advocate and ombudsman for DMVA; appropriates funds

A-5130wGR/S-4128 (Schnall, Karabinchak, Calabrese/Moriarty, Wimberly) - Requires enforcing agency to conduct inspection of construction in specified time window

A-5264wGR/S-4100 (Karabinchak, Haider, Spearman/McKeon, Greenstein) - Requires establishment of automated platform to expedite construction code approval of applications to install residential solar energy systems

A-5309wGR/S-4147 (Simmons, Freiman, Donlon/Burzichelli, McKnight) - Permits up to three credits of continuing medical education on menopause to be used by nurses and physicians for license renewal

A-5854wGR/S-4614 (Azzariti/Schepisi, Sarlo) - Allows certain motor vehicle franchisors to sell, lease, or assign vehicles to employees