New law changes the term "secretary" to "executive director" to refer to the director of the La. Workforce Commission (LWC).

Existing law provides that employers shall keep an employment certificate for each minor except for those employed in federally funded training programs.

New law extends the exception that no employment certificate be kept on file to include minors employed in performing arts.

Existing law requires that minors use certain documents as proof of age.

New law adds a school ID and any other state-issued ID as admissible documents for proof of age.

Prior law required that the employment certificate be signed by the minor and mailed to the employer.

New law deletes the requirement that the employment certificate be mailed to the employer and instead requires that it be returned to the minor for delivery to the employer.

Prior law required that the employer return the employment certificate to the issuing officer within three days.

New law deletes the three-day requirement and instead requires the employer to maintain the certificate on file for 14 days.

Existing law allows the secretary to revoke the employment of a minor if he judges that the certificate was improperly issued or if the minor is otherwise illegally employed.

Prior law provided that, upon revocation, the issuing authority, the employer, and the minor shall be notified in writing.

New law removes the requirement that the notification be in writing.

Prior law provided that minors who work any five-hour period shall be given at least a 30 minute interval for meals.

Prior law provided that if the period of work before the meal exceeds five hours by less than 15 minutes, the difference shall be considered de minimis.

New law changes the 15-minute interval in prior law to an interval of 10 minutes or less.

New law provides that if the meal break is actually between 20 and 30 minutes, that such interval is de minimis and not a violation of existing law.

New law requires that the breaks be documented and, if the minor fails to clock in or out and an edit is necessary, that the edit be documented.

Prior law required that minors under the age of 16 shall not work more than three hours a day, or work between the hours of 7:00 p.m. and 7:00 a.m when school is in session.

New law specifies that the school year and week shall be determined by the school calendar of the school at which the minor is enrolled, or the public school calendar for the district in which the minor attends school.

New law further provides that between June 1 and Labor Day, the hours during which a minor under the age of 16 may work are extended to 9:00 p.m. to 7:00 a.m.

Prior law prohibited minors under the age of 16 from engaging in certain performance occupations.

New law removes singing, dancing, theatrical exhibition, and playing a musical instrument from the list of prohibited occupations for minors under the age of 16.

Prior law provided exceptions to the prohibition of the employment of minors under the age of 16 in certain performing arts.

New law deletes prior law because the performing arts are removed in new law as prohibited occupations, and, as such, the limitations and exceptions are not needed.

Effective August 15, 2011.

(Amends R.S. 23:152, 182, 183, 184(2)(f) and (g), 187, 191, 192, 213, 214, 215(B), 233, and 251(A); Repeals R.S. 23:253 and 254)