

~~Contact IHSA for interpretation, changes or additional information.~~

~~A student may participate in a tryout for a non-school team while a member of a school team in the same sport provided the tryout is exclusively an experience in which a student is tested and screened for ability and placement on a roster and does not include any instruction, coaching, practice, workout, etc. (By-law 3.111) The student's name may appear on the roster for the non-school team. If a tryout involves instruction to the students, it would be a coaching school under By-law 3.123. If neither of these factors is involved, the tryout may be permitted without affecting the student's interscholastic eligibility.~~

CHILD LABOR LAWS

Federal Child Labor Law - See Federal government website www.dol.gov/dol/esa/public/minwage/main.htm for enforcement and law changes.

Revised October 1996

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than - 3 hours on a school day or 18 hours in a school week;
 8 hours on a non-school day or 40 hours in a non-school week.

Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.

Illinois Child Labor Law - See Illinois Department of Labor website www.state.il.us/agency/idol for additional information and law changes. Revised 1998

Child Labor Law (820 ILCS 205/1-22; Ill. Rev. Stat., ch. 48, paras. 31.1-31.22) regulates the employment of minors under the age of 16 and requires all minors to have employment certificates. The employment certificates are issued by the Superintendent of Schools or his/her duly authorized agent.

When school is in session, children 14 and 15 years of age may work up to 3 hours per day. The net combined hours in school and at work may not exceed 8 hours a day. A child may not work more than 24 hours in a week.

When school is not in session (including summer vacation, holidays and weekends), children under the age of 16 may not work:

- More than 8 hours a day;
- More than 6 days per week;
- More than 48 hours in a week;

Between the hours of 7:00 p.m. and 7:00 a.m. (except between June 1 and Labor Day when working hours are extended to 9:00 p.m.)

No minor under 12 years of age, except members of the farmer's own family who live with the farmer, may work in agriculture. However, any minor 10 years of age or more may be permitted to work in a gainful occupation in connection with agriculture during school vacations or outside of school hours.

A meal period of at least thirty (30) minutes must be provided no later than the fifth hour of consecutive work.

Employers of minors must post a notice stating the hours of work and time of the lunch period. The employer must also furnish any minor he intends to hire with a statement describing the specific nature of the work to be performed and the hours and days the minor is to work. The minor must present the statement to his or her school principal when making application for an employment certificate, along with a copy of his or her birth certificate and a letter of approval from the parents or guardian.

When an establishment is covered by both the Illinois Child Labor Law and the Federal Child Labor Law, the stricter of the two laws will prevail. Contact either the Illinois Fair Labor Standards Division or the Federal Wage and Hour Division for more information. When an establishment is covered by both the Illinois Child Labor Law and the Federal Child Labor Law, the stricter of the two laws will prevail. Contact either the Illinois Fair Labor Standards Division or the Federal Wage and Hour Division for more information.

SPRINGFIELD -- June 27, 2002 - Governor George H. Ryan today signed House Bill 5996 that allows 12 & 13 year olds to umpire and referee sporting events provided certain restrictions are met.

House Bill 5996 makes a change to the Child Labor Law that allows a not-for-profit youth club, park district, municipal park or recreation department to hire 12 & 13 year olds to officiate youth athletic events providing the following criteria are met:

- A parent or guardian of the officiating minor must be present while the minor is officiating.
- The employer must obtain an employment certificate for the minor from the local high school or school district.
- The minor is limited to 3 hours of work per day on school days and 4 hours of work on non-school days.
- The minor may not officiate more than 10 hours per week and may not work past 9PM.
- The officiating minor must be at least 3 years older than the youths participating in the sporting event or someone at least 16 years of age must be officiating the same event.

House Bill 5996 passed overwhelmingly in both houses and becomes effective immediately.

Additional rules may apply. Information subject to change.