

ILLINOIS DEPARTMENT OF LABOR

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# CHILD LABOR LAW

820 ILCS 205/1-22



FY 2022 Annual Report  
Administration and Enforcement Activities

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## I. INTRODUCTION

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The Illinois Child Labor Law regulates the employment of workers under the age of 16 and prohibits most work by children under the age of 14. Minors under the age of 16 can work between 7 a.m. to 7 p.m. during the school year (7 a.m. to 9 p.m. from June -September) if they obtain an employment certificate from a school Issuing Officer. Among the many protections, the law also provides the important role that authorized agents, otherwise known as Issuing Officers, play in the enforcement of the Child Labor Law. Issuing Officers are designated by the Regional or District Superintendent of Schools as their agent for the purpose of issuing employment certificates to minors under the age of 16. Issuing Officers may be officials of any public school district, charter school or any state-recognized, non-public school.

The Illinois Department of Labor (the Department) through its Fair Labor Standards Division administers and enforces the Child Labor Law. In accordance with 820 ILCS 205/18.2, the Department is required to file a report with the General Assembly by January 1 each year summarizing its activities regarding administration and enforcement of this law for the preceding fiscal year.

## II. ADMINISTRATION

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The Department maintains a toll-free hotline (1-800-645-5784) which is used primarily by the Issuing Officers in schools to obtain assistance when issuing employment certificates, as well as to receive complaints and provide information to the general public. The hotline number is prominently displayed on the Department's Labor Law Poster, which must be posted in all businesses throughout the state. In addition to the hotline, the Department maintains the

following e-mail addresses to receive inquiries and complaints regarding child labor. This includes:

- [dol.childlaborquestions@illinois.gov](mailto:dol.childlaborquestions@illinois.gov) to receive general questions about child employment
- [dol.childlaborcomplaints@illinois.gov](mailto:dol.childlaborcomplaints@illinois.gov) to report child labor violations
- [dol.childlaborlaw@illinois.gov](mailto:dol.childlaborlaw@illinois.gov) to provide a copy of an approved child work certificate

## Updates to Child Labor Law Public Act 102-0832

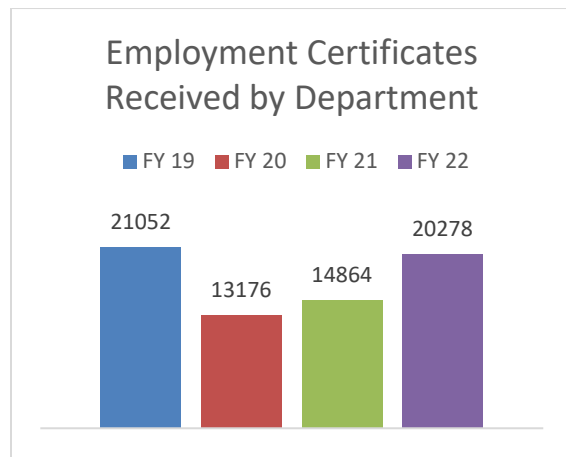
The Department continues to advance protections for working minors, particularly those employed by television, motion picture, or related entertainment production companies, as the industry experienced continued growth in the State of Illinois.

Public Act 102-0832 provides additional requirements from production companies who employ minors working evening and overnight work hours. Late work hours are a common practice by the entertainment industry. However, the Department has updated laws and rules to ensure minors' welfare is protected. Employers will be required to provide additional justification for child performers expected to work between 12:30 a.m. and 5 a.m. Those waiver requests must be made 72 hours prior to the work. The updated changes also allow the industry to employ minors until 10 p.m. without a permit to standardize working hours for child performers. These changes will take effect January 1, 2023.

Throughout FY 2022, the Department continued to receive night waiver requests for minors working in television, motion picture, or related entertainment productions. In total, the Department received 723 of such requests.

## EMPLOYMENT CERTIFICATES & ISSUING OFFICERS REGISTERED WITH DEPARTMENT

In FY 2022, the Department received 20,278 employment certificates as issued by schools and their authorized agents. This represents an increase of 5,414 certificates from FY 2021 (14,864). This level is consistent with employment certificates issued before the pandemic, which means that minors are once again actively securing employment throughout the State. Issuing Officers are required to send copies of these certificates to the Department via e-mail. Once the Department receives the certificates, the certificate remains on file with the Department in accordance with records retention policies.



In FY 2022, the Department recorded 600 new Issuing Officers throughout the State, bringing the total to 2,493 registered Officers. Issuing Officers are authorized by Regional or District Superintendent of Schools to issue employment certificates to minors who wish to work.

## III. ENFORCEMENT

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The Department conducts investigations where violations of the Child Labor Law are suspected. In FY 2022, the Department collected \$11,400 in

penalties. The industries in which the Department identified violations leading to penalties were in the following: personal services, food retail, restaurants, commercial retail, and a health center.

Penalties collected under this Act are deposited into the Child Labor and Day and Temporary Labor Enforcement Fund to fund future enforcement activities. Settlement amounts are determined by the size of the business and the gravity of the violation.

## IV. OUTREACH EFFORTS

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The Department's outreach and educational efforts provide information and instruction to a variety of individuals and organizations, including the State Board of Education, to ensure that work-study programs comply with State and federal Child Labor Laws; labor organizations; Regional or District Superintendents of Schools; DCEO's Film Office and many others.

## V. CONCLUSION

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In the coming year, the Department looks forward to working more closely with Issuing Officers to review their responsibilities and provide key updates from the Department due to the significant growth in the employment of minors across industries.