

(IV) WHO HAS NOT REACHED HIS TWENTY-THIRD BIRTHDAY.

(4) "EMPLOYER" MEANS AN INDIVIDUAL, SOLE PROPRIETORSHIP, PARTNERSHIP, OR CORPORATION ENGAGED IN A TRADE OR BUSINESS.

(5) "TEMPORARY BASIS" MEANS EMPLOYMENT OF A STUDENT FOR NOT MORE THAN TEN WEEKS BETWEEN MAY 1 AND SEPTEMBER 30.

(6) "BASE PERIOD" MEANS THE TWO YEARS PRIOR TO THE HIRING PERIOD.

(7) "FULL WORKING DAY" MEANS THE EMPLOYER'S NORMAL WORK DAY, NOT LESS THAN SIX HOURS, FOR EMPLOYEES DOING THE SAME WORK.

(8) "MAN DAY" MEANS A DAY ON WHICH AN EMPLOYER EMPLOYS AN INDIVIDUAL FOR A FULL WORKING DAY. INDIVIDUALS ON STRIKE, LAID OFF, OR OTHERWISE TEMPORARILY ABSENT, ARE CONSIDERED EMPLOYED FOR PURPOSES OF THIS DEFINITION.

(9) "NORMAL PERSONNEL REQUIREMENTS" MEANS THE LARGER OF THE BASE PERIOD YEARS' AVERAGE NUMBER OF MAN DAYS FOR THE PERIOD MAY 1 THROUGH SEPTEMBER 30.

(10) "RELATIVE" MEANS:

(I) A SON OR DAUGHTER.

(II) A STEPSON OR STEPDAUGHTER.

(III) A BROTHER, SISTER, STEPBROTHER, STEPSISTER, HALF-BROTHER, OR HALF-SISTER.

(IV) A FATHER OR MOTHER.

(V) A STEPFATHER OR STEPMOTHER.

(VI) A SON OR DAUGHTER OF A BROTHER OR SISTER.

(VII) A BROTHER OR SISTER OF THE FATHER OR MOTHER.

(VIII) A SON-IN-LAW, DAUGHTER-IN-LAW, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHER-IN-LAW, OR SISTER-IN-LAW.

(IX) A FOSTER SON OR FOSTER DAUGHTER.

(11) "PROGRAM" MEANS THE SCHOLASTIC SUMMER EMPLOYMENT ACT.

(C) IF AN EMPLOYER HIRES A STUDENT ON A TEMPORARY BASIS DURING THE PERIOD MAY 1 THROUGH SEPTEMBER 30 IN