

In subsection (a)(2)(ii) of this section, the reference to "hours that are not school or work hours" is substituted for the former phrase "nonwork, nonschool time", for clarity.

In subsection (b) of this section, the word "or" is substituted for the former word "and" to clarify that an exception must not be detrimental to either the health or welfare of a minor.

Defined terms: "Commissioner" § 3-101

"Employ" § 3-101 "Minor" § 3-201

### 3-211. SAME — MINORS UNDER 16.

#### (A) RESTRICTIONS.

(1) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, A MINOR UNDER THE AGE OF 16 YEARS MAY NOT BE EMPLOYED OR ALLOWED TO BE EMPLOYED:

(I) BEFORE 7:00 A.M.;

(II) FROM THE DAY AFTER LABOR DAY THROUGH THE DAY BEFORE MEMORIAL DAY, AFTER 8:00 P.M.;

(III) FROM MEMORIAL DAY THROUGH LABOR DAY, AFTER 9:00 P.M.; OR

(IV) MORE THAN:

1. 4 HOURS ON A DAY WHEN SCHOOL IS IN SESSION;
2. 8 HOURS ON A DAY WHEN SCHOOL IS NOT IN SESSION;
3. 23 HOURS IN A WEEK WHEN SCHOOL IS IN SESSION FOR 5 DAYS; OR
4. 40 HOURS IN A WEEK WHEN SCHOOL IS NOT IN SESSION.

(2) THE HOURS OF WORK ALLOWED UNDER PARAGRAPH (1)(IV) OF THIS SUBSECTION DO NOT INCLUDE ANY HOURS THAT A MINOR WORKS IN A BONA FIDE WORK-STUDY OR STUDENT-LEARNER PROGRAM WHILE SCHOOL NORMALLY IS IN SESSION.

#### (B) EXCEPTION.

THE COMMISSIONER MAY GRANT TO A MINOR AN EXCEPTION TO THE RESTRICTIONS UNDER THIS SECTION IF THE COMMISSIONER:

(1) RECEIVES THE WRITTEN CONSENT OF A PARENT OF THE MINOR OR A PERSON STANDING IN THE PLACE OF THE PARENT; AND

(2) DETERMINES THAT: