

Senate File 542

H-1308

1 Amend Senate File 542, as amended, passed, and reprinted by  
2 the Senate, as follows:

3 1. Page 9, after line 29 by inserting:

4 <4. a. For purposes of this subsection, "*good-faith effort*"  
5 includes but is not limited to offering increased pay or  
6 benefits, improving working conditions, enhanced recruitment  
7 efforts, and quantifiable increases in employee morale and  
8 decreases in labor law violations.

9 b. Before an employer may employ a minor under this section,  
10 the employer must demonstrate to the director that the employer  
11 has made a good-faith effort to hire additional employees who  
12 are not minors and to retain current employees. An employer  
13 may only employ a minor under this section if the employer  
14 demonstrates to the director that employing the minor is  
15 necessary to address a workforce shortage that the employer is  
16 unable to address by hiring additional employees who are not  
17 minors or retaining current employees.

18 c. The director shall establish forms and procedures that  
19 employers shall use for purposes of compliance with this  
20 subsection. The director shall keep a copy of a form required  
21 under this subsection completed by an employer on file and  
22 provide a copy to the parent or guardian of a minor employed  
23 under this section.>

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