

House File 647 - Introduced

HOUSE FILE 647
BY COMMITTEE ON COMMERCE

(SUCCESSOR TO HSB 134)

A BILL FOR

1 An Act relating to youth employment and making penalties
2 applicable.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 92.3, Code 2023, is amended to read as
2 follows:

3 **92.3 Under fourteen — work activities not permitted**
4 **occupations.**

5 No person under fourteen years of age shall be employed
6 or permitted to work with or without compensation in any
7 ~~occupation, except in the street occupations or migratory~~
8 ~~labor occupations specified in section 92.1 work activity.~~
9 ~~Any migratory laborer twelve to fourteen years of age may not~~
10 ~~work prior to or during the regular school hours of any day of~~
11 ~~any private or public school which teaches general education~~
12 ~~subjects and which is available to such child.~~

13 Sec. 2. Section 92.4, Code 2023, is amended to read as
14 follows:

15 **92.4 Under sixteen — permitted ~~occupations~~ work activities.**

16 No person under sixteen years of age shall be employed
17 or permitted to work with or without compensation in any
18 ~~occupation~~ work activity during regular school hours, except
19 the following work activities:

20 1. Those persons legally out of school, if such status
21 is verified by the submission of written proof to the labor
22 commissioner.

23 2. Those persons working in a supervised school-work
24 program.

25 3. Those persons between the ages of fourteen and sixteen
26 enrolled in school on a part-time basis and who are required to
27 work as a part of their school training.

28 ~~4. Fourteen and fifteen year old migrant laborers during~~
29 ~~any hours when summer school is in session.~~

30 Sec. 3. Section 92.5, Code 2023, is amended to read as
31 follows:

32 **92.5 ~~Fourteen and fifteen~~ — permitted ~~occupations~~ work**
33 **activities.**

34 Persons fourteen ~~and fifteen~~ years of age may be employed or
35 permitted to work in the following ~~occupations~~ work activities:

- 1 1. Retail, food service, and gasoline service
2 establishments.
- 3 2. Office and clerical work, including operation of office
4 machines.
- 5 3. Cashiering, selling, modeling, art work, work in
6 advertising departments, window trimming, and comparative
7 shopping.
- 8 4. Price marking and tagging by hand or by machine,
9 assembling orders, packing, and shelving.
- 10 5. Bagging and carrying out customers' orders.
- 11 6. Errand and delivery work by foot, bicycle, and public
12 transportation.
- 13 7. Cleanup work, including the use of vacuum cleaners and
14 floor waxers, and maintenance of grounds.
- 15 8. Kitchen work and other work involved in preparing and
16 serving food and beverages, including the cleaning using
17 kitchen cleaning products with required personal protective
18 equipment, operation of machines and devices used in the
19 performance of such work, including but not limited to
20 microwaves, dishwashers, toasters, dumb-waiters, popcorn
21 poppers, milk shake blenders, and coffee grinders.
- 22 9. *a.* Work in connection with motor vehicles and trucks if
23 confined to the following:
 - 24 (1) Dispensing gasoline and oil.
 - 25 (2) Courtesy service.
 - 26 (3) Car cleaning, washing, and polishing.
- 27 *b.* Nothing in this subsection shall be construed to include
28 work involving the use of pits, racks, or lifting apparatus or
29 involving the inflation of any tire mounted on a rim equipped
30 with a removable retaining ring.
- 31 10. Cleaning vegetables and fruits, and wrapping, sealing,
32 labeling, weighing, pricing, and stocking goods when. This
33 subsection applies only to work performed in areas that are
34 physically separate from areas, including freezers and coolers,
35 where meat is prepared, for sale and outside freezers or meat

1 coolers.

2 11. Loading onto motor vehicles and unloading from motor
3 vehicles of the light, non-power-driven hand tools and personal
4 protective equipment that the minor will use as part of their
5 employment at the work site. Such light tools include but are
6 not limited to rakes, hand-held clippers, shovels, and brooms.
7 Such light tools do not include items such as trash, sales
8 kits, promotion items or items for sale, lawn mowers, or other
9 power-driven lawn maintenance equipment.

10 12. Laundering.

11 13. Work in the production of seed, limited to removal of
12 off-type plants and corn tassels and hand-pollinating from June
13 1 through Labor Day.

14 14. Other work approved by the rules adopted pursuant to
15 chapter 17A by the labor commissioner.

16 Sec. 4. Section 92.6, Code 2023, is amended to read as
17 follows:

18 **92.6 Fourteen and fifteen — ~~occupations~~ work activities not**
19 **permitted.**

20 1. Persons fourteen and fifteen years of age may not be
21 employed in:

22 a. Any manufacturing ~~occupation~~ work activity.

23 b. Any mining ~~occupation~~ work activity.

24 c. Processing ~~occupations~~ work activities, except in a
25 retail, food service, or gasoline service establishment in
26 those specific ~~occupations~~ work activities expressly permitted
27 under the provisions of [section 92.5](#).

28 d. ~~Occupations~~ Work activities requiring the performance
29 of any duties in workrooms or work places where goods are
30 manufactured, mined, or otherwise processed, except to the
31 extent expressly permitted in retail, food service, or gasoline
32 service establishments under the provisions of [section 92.5](#).

33 e. Public messenger service.

34 f. Operation or tending of hoisting apparatus or of any
35 power-driven machinery, other than office machines and machines

1 in retail, food service, and gasoline service establishments
2 which are specified in [section 92.5](#) as machines ~~which~~ that such
3 minors may operate in such establishments.

4 ~~g. Occupations~~ Work activities prohibited by rules adopted
5 pursuant to [chapter 17A](#) by the labor commissioner.

6 ~~h. Occupations~~ Work activities in connection with the
7 following, except office or sales work in connection with these
8 ~~occupations work activities~~, not performed on transportation
9 media or at the actual construction site:

10 (1) Transportation of persons or property by rail, highway,
11 air, on water, pipeline, or other means.

12 (2) Warehousing and storage.

13 (3) Communications and public utilities.

14 (4) Construction, including repair.

15 ~~i.~~ Any of the following ~~occupations work activities~~ in a
16 retail, food service, or gasoline service establishment:

17 (1) Work performed in or about boiler or engine rooms.

18 (2) Work in connection with maintenance or repair of the
19 establishment, machines, or equipment.

20 (3) Outside window washing that involves working from
21 window sills, and all work requiring the use of ladders,
22 scaffolds, or their substitutes.

23 (4) Cooking except at soda fountains, lunch counters, snack
24 bars, or cafeteria serving counters, and baking.

25 (5) ~~Occupations which~~ Work activities that involve
26 operating, setting up, adjusting, cleaning, oiling, or
27 repairing power-driven food slicers and grinders, food choppers
28 and cutters, and bakery-type mixers.

29 ~~(6) Work in freezers and meat coolers and all work in~~
30 ~~preparation of meats for sale, except wrapping, sealing,~~
31 ~~labeling, weighing, pricing, and stocking when performed in~~
32 ~~other areas.~~

33 ~~(7)~~ (6) Loading and unloading goods to and from trucks,
34 railroad cars, or conveyors, except as permitted by section
35 92.5, subsection 11.

1 ~~(8)~~ (7) All ~~occupations~~ work activities in warehouses
2 except office and clerical work.

3 ~~j. Laundering, except for the use of a washing machine~~
4 ~~which has a capacity of less than ten cubic feet and which is~~
5 ~~designed to reach an internal temperature which does not exceed~~
6 ~~212 degrees Fahrenheit.~~

7 2. Nothing in this section shall be construed as prohibiting
8 office, errand, or packaging work when done away from moving
9 machinery.

10 Sec. 5. NEW SECTION. 92.6A Fifteen — permitted work
11 activities.

12 1. Persons fifteen years of age may be employed or permitted
13 to work in any of the work activities provided in section 92.5
14 in addition to the following work activities:

15 a. Loading and unloading non-power-driven equipment weighing
16 up to thirty pounds into motor vehicles.

17 b. Loading and unloading groceries and other retail items
18 weighing up to thirty pounds into motor vehicles.

19 c. Stocking shelves with items weighing up to thirty pounds.

20 d. If properly licensed, work as a lifeguard or swim
21 instructor at a traditional swimming pool or amusement park.

22 2. The commissioner may issue a waiver of any weight
23 limitations provided in subsection 1 of up to fifty pounds
24 depending on the strength and ability of the fifteen-year-old.

25 3. The commissioner may issue a waiver for a
26 fifteen-year-old to be able to load and unload light
27 power-driven lawn machines based on the ability of the minor if
28 the minor is supervised, the machine is powered off, and the
29 safety key is stored away from the machine.

30 4. The commissioner may issue a waiver for a
31 fifteen-year-old to perform light assembly work as long
32 as the assembly is not performed on machines or in an area with
33 machines.

34 Sec. 6. Section 92.7, Code 2023, is amended to read as
35 follows:

1 **92.7 Under sixteen — hours permitted.**

2 A person under sixteen years of age shall not be employed
3 with or without compensation, except as provided in sections
4 ~~92.2~~ 92.5 and ~~92.3~~ 92.6A, before the hour of 7:00 a.m. or after
5 ~~7:00~~ 9:00 p.m., except during the period from June 1 through
6 Labor Day when the hours may be extended to ~~9:00~~ 11:00 p.m.
7 If such person is employed for a period of five hours or more
8 each day, an intermission of not less than thirty minutes shall
9 be given. Such a person shall not be employed for more than
10 eight hours in one day, exclusive of intermission, and shall
11 not be employed for more than forty hours in one week. The
12 hours of work of persons under sixteen years of age employed
13 outside school hours shall not exceed ~~four~~ six in one day or
14 twenty-eight in one week while school is in session.

15 Sec. 7. NEW SECTION. **92.7A Seventeen — hours permitted.**

16 A person who is seventeen years of age may work the same
17 hours as a person who is eighteen years of age.

18 Sec. 8. Section 92.8, Code 2023, is amended to read as
19 follows:

20 **92.8 Under eighteen — prohibited occupations work**
21 **activities.**

22 No person under eighteen years of age shall be employed
23 or permitted to work with or without compensation at any
24 of the following ~~occupations~~ work activities or business
25 establishments:

26 1. ~~Occupations~~ Work activities in or about plants or
27 establishments manufacturing or storing explosives or articles
28 containing explosive components, except performing light
29 assembly work as long as the assembly is not performed on
30 machines or in an area with machines.

31 2. ~~Occupations of motor vehicle driver and helper.~~

32 3. ~~2. Logging occupations~~ Logging and ~~occupations in~~
33 the operation of any sawmill, lath mill, shingle mill, or
34 cooperage-stock mill.

35 4. ~~3. Occupations involved in the operation~~ Operation of

1 power-driven woodworking machines.

2 ~~5. 4. Occupations~~ Work activities involving exposure to
3 radioactive substances and to ionizing radiations.

4 ~~6. 5. Occupations involved in the operation~~ Operation of
5 elevators and other power-driven hoisting apparatus.

6 ~~7. 6. Occupations involved in the operation~~ Operation of
7 power-driven metal forming, punching, and shearing machines.

8 ~~8. 7. Occupations in connection with~~ Coal mining.

9 ~~9. 8. Occupations~~ Work activities in or about slaughtering
10 and meat packing establishments and rendering plants, provided
11 that work activities in office, shipping, and assembly areas
12 shall not be prohibited by this chapter.

13 ~~10. 9. Occupations involved in the operation~~ Operation
14 of certain power-driven bakery machines. Except as otherwise
15 provided in this subsection, this subsection does not apply to
16 the operation of pizza dough rollers that are a type of dough
17 sheeter that have been constructed with safeguards contained in
18 the basic design so as to prevent fingers, hands, or clothing
19 from being caught in the in-running point of the rollers,
20 that have gears that are completely enclosed, and that have
21 microswitches that disengage the machinery if the backs or
22 sides of the rollers are removed, only when all the safeguards
23 detailed in this subsection are present on the machinery, are
24 operational, and have not been overridden. However, this
25 subsection does apply to the setting up, adjusting, repairing,
26 oiling, or cleaning of pizza dough rollers as described in this
27 subsection.

28 ~~11. 10. Occupations involved in the operation~~ Operation of
29 certain power-driven paper products machines, except loading
30 balers if the machine is powered off and the key is stored in a
31 separate area from the machine.

32 ~~12. 11. Occupations involved in the manufacture~~
33 Manufacturing of brick, tile, and related products.

34 ~~13. 12. Occupations involved in the operation~~ Operation of
35 circular saws, band saws, and guillotine shears.

1 ~~14.~~ 13. ~~Occupations involved in wrecking~~ Wrecking,
2 demolition, and shipbreaking operations.
3 ~~15.~~ 14. ~~Occupations involved in roofing~~ Roofing
4 operations.
5 ~~16.~~ 15. Excavation occupations.
6 ~~17.~~ 16. ~~In~~ Work activities in or about foundries; provided
7 that office, shipping, and assembly area employment shall not
8 be prohibited by [this chapter](#).
9 ~~18.~~ 17. ~~Occupations involving the operation~~ Operation of
10 dry cleaning or dyeing machinery.
11 ~~19.~~ 18. ~~Occupations~~ Work activities involving exposure to
12 lead fumes or its compounds, or to dangerous or poisonous dyes
13 or chemicals.

14 ~~20.~~ 19. ~~Occupations involving the transmission~~
15 Transmission, distribution, or delivery of goods or messages
16 between the hours of 10:00 p.m. and 5:00 a.m.

17 ~~21.~~ 20. ~~Occupations~~ Work activities prohibited by rules
18 adopted pursuant to [chapter 17A](#) by the labor commissioner.

19 Sec. 9. NEW SECTION. 92.8A **Approved career and technical**
20 **education, work-based learning, internships, registered**
21 **apprenticeship programs, and student learners.**

22 1. The director of the department of workforce development
23 or department of education may grant an exception from any
24 provision of section 92.6 or 92.7 for minors fourteen to
25 seventeen years of age participating in work-based learning
26 or a school or employer-administered, work-related program
27 approved by the department of workforce development or the
28 department of education if all of the following apply:

29 a. The requestor demonstrates the activity will be performed
30 under adequate supervision and training.

31 b. The training includes adequate safety precautions.

32 c. The terms and conditions of the proposed employment will
33 not interfere with the health, well-being, or schooling of the
34 minor enrolled in the approved program.

35 2. Section 92.8 shall not apply to a student in an approved

1 work-based learning program, registered apprenticeship, career
2 and technical education program, or student learner program
3 provided the student is employed under all of the following
4 conditions:

5 *a.* The student is employed in a craft recognized as an
6 apprenticeable trade or the student is employed under a written
7 employment agreement.

8 *b.* The work of the apprentice or student employee in the
9 work activities declared particularly hazardous is incidental
10 to the apprentice's training.

11 *c.* The work is intermittent and for short periods of time
12 and is under the direct and close supervision of a qualified
13 and experienced person.

14 *d.* Adequate on-the-job training and safety instructions are
15 in place.

16 Sec. 10. Section 92.17, subsection 2, Code 2023, is amended
17 by striking the subsection.

18 Sec. 11. Section 92.17, subsection 3, Code 2023, is amended
19 to read as follows:

20 3. A child from working in any ~~occupation~~ work activity or
21 business operated by the child's parents. For the purposes
22 of this subsection, "*child*" and "*parents*" include a foster
23 child and the child's foster parents who are licensed by the
24 department of health and human services.

25 Sec. 12. Section 92.19, subsections 2 and 3, Code 2023, are
26 amended by striking the subsections.

27 Sec. 13. Section 92.20, subsection 1, Code 2023, is amended
28 by striking the subsection.

29 Sec. 14. Section 92.21, subsection 1, Code 2023, is amended
30 to read as follows:

31 1. The labor commissioner may adopt rules pursuant to
32 chapter 17A to more specifically define the ~~occupations~~ work
33 activities and equipment permitted or prohibited in this
34 chapter, ~~to determine occupations for which work permits are~~
35 ~~required~~, and to issue general and special orders prohibiting

1 or allowing the employment of persons under eighteen years
2 of age in any place of employment defined in [this chapter](#) as
3 hazardous to the health, safety, and welfare of the persons.

4 Sec. 15. Section 92.22, subsection 1, Code 2023, is amended
5 to read as follows:

6 1. The labor commissioner shall enforce [this chapter](#).
7 An employer who violates [this chapter](#) or the rules adopted
8 pursuant to [this chapter](#) is subject to a civil penalty of
9 not more than ten thousand dollars for each violation. The
10 commissioner may waive or reduce a civil penalty based on
11 evidence the commissioner may obtain. The commissioner shall
12 provide a fifteen-day grace period before imposing a civil
13 penalty.

14 Sec. 16. Section 92.23, Code 2023, is amended to read as
15 follows:

16 **92.23 Group insurance.**

17 Anyone under the age of eighteen and subject to [this chapter](#)
18 employed in the ~~street occupations who sells or delivers work~~
19 activities of selling or delivering the product or service
20 of another and who is designated in such capacity as an
21 independent contractor shall be provided participation, if the
22 person under the age of eighteen desires it at group rate cost,
23 in group insurance for medical, hospital, nursing, and doctor
24 expenses incurred as a result of injuries sustained arising out
25 of and in the course of selling or delivering such product or
26 service by the person, firm, or corporation whose product or
27 service is so delivered.

28 Sec. 17. NEW SECTION. **92.24 Employer liability in**
29 **work-based learning.**

30 1. For purposes of this section, unless the context
31 otherwise requires:

32 a. "Business" means any city, county, or township, including
33 but not limited to a fire department or law enforcement
34 office or department, public university, municipal university,
35 community college, technical college or not-for-profit

1 private postsecondary educational institution, corporation,
2 association, partnership, proprietorship, limited liability
3 company, limited partnership, limited liability partnership,
4 organization or other legal entity, whether for-profit or
5 not-for-profit, that does all of the following:

6 (1) Enters into an agreement with a school district for a
7 work-based learning program.

8 (2) Directly supervises a student who is participating in
9 the work-based learning program, either on the premises of the
10 business or at another location.

11 *b. "Work-based learning program"* means a learning program to
12 which all of the following apply:

13 (1) The program includes but is not limited to work-related,
14 on-the-job training, job shadowing, internships, clinicals,
15 practicums, registered apprenticeships, co-ops, supervised
16 agricultural experiences, and industry-led service-learning
17 projects.

18 (2) The program is incorporated into secondary coursework
19 or related to a specific field of study.

20 (3) The program integrates knowledge and theory learned
21 in the classroom or other school-approved setting with
22 the practical application and development of skills and
23 proficiencies in a professional work setting.

24 2. A business that accepts a secondary student in a
25 work-based learning program shall not be subject to civil
26 liability for any claim for bodily injury to the student or
27 sickness or death by accident of the student arising from
28 the student's driving to or from the business or worksite to
29 participate in the work-based learning program unless the
30 student is acting within the course and scope of the student's
31 employment at the direction of the business.

32 3. Any claim for bodily injury to the student or sickness or
33 death by accident of the student arising from the business's
34 negligent act or omission during the student's participation
35 in the work-based learning program at the business or worksite

1 shall be recovered exclusively under chapters 85, 85A, 85B, and
2 86.

3 Sec. 18. Section 123.49, subsection 2, paragraph f, Code
4 2023, is amended to read as follows:

5 *f.* Employ a person under eighteen years of age in the
6 sale or serving of alcoholic beverages for consumption on
7 the premises where sold. This paragraph shall not apply if
8 the employer has on file written permission from the parent,
9 guardian, or legal custodian of a person sixteen or seventeen
10 years of age for the person to sell or serve alcoholic
11 beverages for consumption on the premises where sold. The
12 employer shall keep a copy of the written permission on file
13 until the person is either eighteen years of age or no longer
14 engaged in the sale of or serving alcoholic beverages for
15 consumption on the premises where sold.

16 Sec. 19. Section 321.194, subsection 2, paragraph a, Code
17 2023, is amended by adding the following new subparagraph:

18 NEW SUBPARAGRAPH. (04) If the licensee is employed, the
19 licensee may operate a motor vehicle during the hours of 5:00
20 a.m. to 10:00 p.m. over the most direct and accessible route
21 between the licensee's residence or school of enrollment and
22 the licensee's place of employment, provided the driving
23 distance between the licensee's place of employment and the
24 nearest point on the route on which the licensee is authorized
25 to travel under subparagraph (1), subparagraph division (a), or
26 subparagraph (2), subparagraph division (a), is no more than
27 fifty miles.

28 Sec. 20. Section 321.194, subsection 2, paragraph a,
29 subparagraph (4), Code 2023, is amended to read as follows:

30 (4) To a service station for the purpose of refueling, so
31 long as the service station is the station closest to the route
32 on which the licensee is traveling under subparagraph (1), (2),
33 ~~or~~ (3), or (04).

34 Sec. 21. Section 321.194, subsection 3, paragraphs a and b,
35 Code 2023, are amended to read as follows:

1 a. Each application shall be accompanied by a statement
2 from the applicant's school of enrollment or employer. The
3 statement shall be upon a form provided by the department and
4 shall certify that a need exists for the license and that the
5 person signing the statement is not responsible for actions of
6 the applicant which pertain to the use of the driver's license.

7 (1) If the applicant attends a public school, the
8 certification shall be made by the school board, superintendent
9 of the applicant's school, or principal, if authorized by the
10 superintendent.

11 (2) If the applicant attends an accredited nonpublic
12 school, the certification shall be made by the authorities in
13 charge of the accredited nonpublic school or a duly authorized
14 representative of the authorities.

15 (3) If the applicant is employed, the certification shall
16 be in the form of an affidavit for minor license signed by the
17 employer and the student's parent or guardian.

18 b. Upon receipt of a statement of necessity or signed
19 affidavit, the department shall issue the driver's license
20 provided the applicant is otherwise eligible for issuance of
21 the license. ~~The fact that the applicant resides at a distance~~
22 ~~less than one mile from the applicant's school of enrollment~~
23 ~~is prima facie evidence of the nonexistence of necessity for~~
24 ~~the issuance of a license. However, the distance between the~~
25 ~~applicant's residence and school of enrollment shall not be~~
26 ~~considered if the applicant resides on a farm or is employed~~
27 ~~for compensation on a farm.~~

28 Sec. 22. REPEAL. Sections 92.1, 92.2, 92.9, 92.10, 92.11,
29 92.12, 92.13, 92.14, 92.15, 92.16, and 92.18, Code 2023, are
30 repealed.

31

EXPLANATION

32 The inclusion of this explanation does not constitute agreement with
33 the explanation's substance by the members of the general assembly.

34 This bill relates to youth employment.

35 CHILD LABOR. The bill includes various amendments to

1 Code chapter 92, relating to child labor. The bill strikes
2 provisions providing for child labor permits and migrant
3 child labor permits. The bill strikes provisions allowing
4 certain children under 14 years of age to engage in street
5 occupations. The bill modifies permitted and prohibited
6 work that can be performed by minors 14 to 17 years of age,
7 as well as hours in which work can be performed. The bill
8 strikes penalties for certain actions taken in violation
9 of Code chapter 92 to procure employment for oneself or
10 of another person; other penalties for violations of Code
11 chapter 92 are retained. Under current law, a violation
12 of Code chapter 92 is generally a serious misdemeanor. A
13 serious misdemeanor is punishable by confinement for no more
14 than one year and a fine of at least \$430 but not more than
15 \$2,560. The bill allows the labor commissioner to waive or
16 reduce a civil penalty under Code chapter 92 based on evidence
17 the commissioner may obtain and requires the commissioner to
18 provide a 15-day grace period before imposing a civil penalty.
19 Under current law, an employer violating Code chapter 92 is
20 subject to a civil penalty of up to \$10,000. The bill changes
21 terminology referring to "occupations" to instead refer to
22 "work activities".

23 The bill allows the director of the department of workforce
24 development or department of education to grant an exception
25 from specified provisions of Code chapter 92 relating to
26 prohibited work activities and work hours for minors 14 to 17
27 years of age participating in work-based learning or a school
28 or employer-administered, work-related program approved by
29 the department of workforce development or the department of
30 education if specified conditions apply. The bill provides
31 that specified prohibitions on work activities are inapplicable
32 to a student in an approved work-based learning program,
33 registered apprenticeship, career and technical education
34 program, or student learner program provided the student is
35 employed under specified conditions.

1 The bill provides that a business that accepts a secondary
2 student in a work-based learning program shall not be subject
3 to civil liability for any claim for bodily injury to the
4 student or sickness or death by accident of the student arising
5 from the student's driving to or from the business or worksite
6 to participate in the work-based learning program unless the
7 student is acting within the course and scope of the student's
8 employment at the direction of the business. Any claim for
9 bodily injury to the student or sickness or death by accident
10 of the student arising from the business's negligent act or
11 omission during the student's participation in the work-based
12 learning program at the business or worksite shall be recovered
13 exclusively under worker's compensation.

14 ALCOHOLIC BEVERAGES. The bill allows a person 16 to 17
15 years of age to be employed in the sale or serving of alcoholic
16 beverages for on-premises consumption under Code section 123.49
17 if the employer has on file written permission from the parent,
18 guardian, or legal custodian of the person. The employer shall
19 keep a copy of the written permission on file until the person
20 is either 18 years of age or no longer engaged in the sale of
21 or serving alcoholic beverages.

22 A violation of Code section 123.49 is a simple misdemeanor.
23 A simple misdemeanor is punishable by confinement for no more
24 than 30 days and a fine of at least \$105 but not more than \$855.

25 MOTOR VEHICLE OPERATION. The bill provides that a person
26 holding a special minor's license under Code section 321.194
27 who is employed may operate a motor vehicle during the hours
28 of 5:00 a.m. to 10:00 p.m. over the most direct and accessible
29 route between the licensee's residence or school of enrollment
30 and the licensee's place of employment, provided the driving
31 distance between the licensee's place of employment and
32 the nearest point on the route on which the licensee is
33 authorized to operate a motor vehicle for purposes of school
34 transportation under current law is no more than 50 miles.
35 The person's application for a special minor's license must

1 include an affidavit for minor license signed by the employer
2 and the person's parent or guardian, using a form provided by
3 the department. Other requirements to obtain a special minor's
4 license under current law are applicable to such a person.

5 Under current law, the fact that an applicant for a special
6 minor's license resides at a distance less than one mile from
7 the applicant's school of enrollment is prima facie evidence of
8 the nonexistence of necessity for the issuance of the license.
9 The bill strikes this provision. The bill provides that
10 the distance between an applicant's residence and school of
11 enrollment shall not be considered if the applicant is employed
12 for compensation.

13 A violation of Code section 321.194 is punishable by a
14 scheduled fine of \$70.