



State of Wisconsin  
2017 - 2018 LEGISLATURE

LRBs0129/1  
MED:kjf

**ASSEMBLY SUBSTITUTE AMENDMENT 1,  
TO ASSEMBLY BILL 504**

October 13, 2017 – Offered by Representative NOVAK.

1     **AN ACT** *to repeal* 103.71 (2) (b) 4. and 103.71 (3); *to amend* 103.67 (2) (g); and  
2             *to create* 103.70 (2) (d) of the statutes; **relating to:** employment of a minor in  
3             a parent's or guardian's business, trade, or profession.

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***Analysis by the Legislative Reference Bureau***

This substitute amendment allows a minor of any age to be employed without a permit in connection with a parent's or guardian's business, trade, or profession.

Current law prohibits a minor under 14 years of age from being employed or permitted to work in any gainful occupation at any time, subject to certain exceptions that allow such a minor to be employed or permitted to work, to the extent permitted under the federal Fair Labor Standards Act. Under one such exception, a minor 12 years of age or older may be employed under the direct supervision of the minor's parent or guardian in connection with the parent's or guardian's business, trade, or profession, if that employment is not otherwise prohibited based on the nature of the employment or the hours or time of day of the employment. Subject to certain exceptions, current law also prohibits a minor from being employed or permitted to work at any employment unless the minor's employer obtains a written permit authorizing the employment of the minor. Such permits are issued by the Department of Workforce Development or by certain other permit officers designated by DWD. Current law provides that a permit may not be issued for a minor described above unless DWD or a permit officer is satisfied that the employment is not injurious or detrimental to the minor's education, health, safety, or welfare.

