

118TH CONGRESS
1ST SESSION

H. R. 5274

To amend the Fair Labor Standards Act of 1938 to expand working hours for employees between the ages of 14 and 16 years during periods in which schools are in session, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 25, 2023

Mr. JOHNSON of South Dakota (for himself and Mr. NEHLS) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Fair Labor Standards Act of 1938 to expand working hours for employees between the ages of 14 and 16 years during periods in which schools are in session, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Teenagers Earning
5 Everyday Necessary Skills Act” or the “TEENS Act”.

6 **SEC. 2. CHILD LABOR HOURS AND EXEMPTIONS.**

7 Section 3(l) of the Fair Labor Standards Act of 1938
8 (29 U.S.C. 203(l)) is amended—

1 (1) by striking “virture” and inserting “virtue”;
2 and

3 (2) by striking the period at the end and insert-
4 ing “, except that in no case may the Secretary pro-
5 vide that employment of such employees is deemed
6 to constitute oppressive child labor due to the num-
7 ber of hours an employee works if such employee—

8 “(1) in a week during any part of which school
9 is in session, works 24 hours or less; and

10 “(2) begins work at a time that is not earlier
11 than 7:00 a.m. (in the time zone in which the em-
12 ployment is performed) and ends work at a time
13 that is not later than 9:00 p.m. (in such time
14 zone).”.

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