

RÉSUMÉ DIGEST

ACT 61 (HB 232)

2026 Regular Session

Carlson

Prior law required the secretary of La. Works to prescribe and furnish all forms necessary for acquiring an employment certificate from an issuing authority. Prior law defined an issuing authority as a designated person within a public or private school or school board.

New law instead requires the secretary of La. Works to prescribe and furnish the employment certificate form through the department's website or local field offices. New law also removes the phrase issuing authority from existing law.

New law requires the employment certificate form, at a minimum, to include the following:

- (1) A signature line for the minor seeking employment.
- (2) A statement that the minor's parent or legal guardian consents to and authorizes the minor to be employed and a signature line for the parent or legal guardian to affirm such consent and authorization.
- (3) A statement explaining the submission of proofs of age as required by existing law (R.S. 23:184), followed by boxes to select what proofs of age the minor intends to submit to the employer.
- (4) A line for the minor to provide the name of the prospective employer.
- (5) Lines indicating the date the certificate was signed by the necessary parties.

New law requires La. Works to develop a policy and implement a procedure to collect all employment certificate forms from any employer who employs a minor within this state.

New law provides for the promulgation of any rules and regulations necessary for enforcement of new law.

Prior law allowed the parish or city public school superintendent or the principal of a public or private school, or their respective designated representatives, to issue employment certificates.

New law repeals prior law.

Prior law required the name of each designated representative to be submitted in writing for approval to the secretary of La. Works, or his designee. Prior law also required the superintendent or private school principal, or their respective designees, to complete and electronically submit the Employment Certificate Interactive Form located on La. Works' website.

New law repeals prior law.

Prior law required the employment certificate form to be completed utilizing the information provided on the department's employment certificate database.

Prior law also required that the employment certificate be printed and subsequently signed by the minor and the issuing authority, with a copy of the certificate given to the minor to bring to his employer.

New law repeals prior law.

Prior law mandated that employment certificates shall only be issued upon the personal application by the minor seeking employment along with written parental consent and upon submission to and approval by the issuing authority of the necessary paperwork required by law. The aforementioned paperwork required by prior law also required a statement signed by the prospective employer attesting to specific employment information and documentation verifying the minor's age.

New law instead mandates that employment certificates shall be considered valid and binding only upon personal application by the minor desiring employment and upon submission to the employer and verification of the minor's age by the employer.

Prior law required the minor to sign the employment certificate in the presence of the issuing authority and deliver the signed certificate to his employer.

New law removes the requirement for the minor to sign the employment certificate in the presence of the issuing authority.

Prior law stated that the employment certificate shall be valid only for the employer to whom it is issued.

New law instead amends provisions of existing law (R.S. 23:187) to provide that the employment certificate shall be valid only for the employer listed on the employment certificate form.

Existing law requires the employer to maintain the employment certificate for a period of 14 days after the termination of the minor's employment.

New law retains existing law.

Prior law required a copy of every employment certificate, along with any additional documents required to be submitted by an applicant in accordance with existing law (R.S. 23:184), to be retained by the issuing authority. Prior law also required the issuing authority to keep a record of all applications denied.

New law repeals prior law.

Existing law allows the secretary of La. Works to revoke any employment or other certificate if it was determined that it was improperly issued or if a minor is illegally employed.

Existing law also requires the issuing authority, the employer, and the minor to be notified of such revocation, and the minor will be subsequently prohibited from being employed or permitted to work until a new certificate is legally obtained.

New law amends existing law (R.S. 23:191) to remove the requirement of notifying the issuing authority of any revocation of an employment or other certificate and makes a technical correction. New law otherwise retains existing law.

Effective upon signature of governor (May 11, 2026).

(Amends R.S. 23:181, 184(intro. para.) and (2)(a), 187, and 191; Repeals R.S. 23:183, 184(1), and 188))