
DIGEST

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HB 232 Engrossed

2026 Regular Session

Carlson

Abstract: Changes provisions of law from allowing designated school and school board individuals to approve and issue employment certificates for minors to instead allowing a minor, with parental consent, to complete and submit an employment certificate directly to the employer.

Present law requires the secretary of La. Works to prescribe and furnish all forms necessary for acquiring an employment certificate from an issuing authority. Present law (R.S. 23:183) defines an issuing authority as a designated person within a public or private school or school board.

Proposed 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.

Proposed 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 present 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 to date the certificate.

Proposed 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. Proposed law further requires La. Works to promulgate any rules and regulations necessary for enforcement of proposed law.

Present law provides that employment certificates may be issued by either:

- (1) The parish or city public school superintendent or his designated representative.

(2) The principal of a public or private school or his designated representative.

Proposed law repeals present law.

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

Proposed law repeals present law.

Present law provides that the employment certificate form shall be completed utilizing the information provided on the department's employment certificate database. Present law also provides that the employment certificate shall 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.

Proposed law repeals present law.

Present law states 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 present law includes a statement signed by the prospective employer attesting to specific employment information and documentation verifying the minor's age.

Proposed law instead provides 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.

Present law requires the minor to sign the employment certificate in the presence of the issuing authority and deliver the signed certificate to his employer. Present law further provides that the employment certificate shall be valid only for the employer to whom it is issued.

Proposed law removes the requirement for the minor to sign the employment certificate in the presence of the issuing authority. Proposed law also provides that the employment certificate shall be valid only for the employer listed on the employment certificate form.

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

Proposed law repeals present law.

Present 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. Present 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.

Proposed law removes the requirement of notifying the issuing authority of any revocation of an employment or other certificate and makes a technical correction. Proposed law otherwise retains present law.

Effective upon signature of governor or lapse of time for gubernatorial action.

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

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Require Louisiana Works to develop a policy and implement a procedure to collect employment certificate forms from all employers who employ a minor within this state.
2. Require Louisiana Works to promulgate any rules and regulations necessary for the enforcement of proposed law.
3. Change the effective date from Aug. 2, 2026, to effective upon governor's signature.
4. Make title changes.