

HR Insights:

Navigating Indiana's 2025 Youth Employment Law Changes



Introduction

In the dynamic realm of labor laws, employers, HR Professionals, and employees need to grasp the distinctions between state and federal regulations. Effective January 1st, 2025, Indiana has introduced significant changes to its youth employment laws, aiming for closer alignment with federal standards while incorporating state-specific provisions.

This whitepaper will quickly delve into these changes, juxtapose them with existing federal laws, and examine their potential ramifications on the workforce.



Detailed Examination of Indiana's 2025 Youth Employment Law Revisions

Effective January 1st, 2025, Indiana's legislature has redefined many employment parameters for minors (Indiana Department of Labor, 2025):



- **Extended Working Hours for 16- and 17-Year-Olds:** Young people are now able to work the same hours and days as adults, removing prior restrictions.



- **Elimination of Parental Permission:** 16- and 17-year-olds no longer require parental permission to work extended or late hours.



- **Adjustments for 14- and 15-Year Olds:** While the number of hours and what hours may be worked are still regulated, potential working hours have been extended until 9:00 pm on any day between June 1st and Labor Day.



- **Youth Employment System (YES) Registration:** Employers with five or more minor employees must register and report these employees via the state's YES portal, streamlining youth employment tracking.

Federal Labor Laws Governing Minor Employment

The Fair Labor Standards Act (FLSA) establishes foundational guidelines for youth employment across the United States (U.S. Department of Labor, n.d):

- **Minimum Age of Employment:** The FLSA sets 14 years as the minimum age for non-agricultural employment.
- **Working Hours for 14- and 15-Year-Olds:**
 - **During School Sessions:**
 - Maximum of 3 hours on school days.
 - Up to 18 hours per week.
 - Permissible work hours are between 7:00 AM and 7:00 PM.
 - **During School Breaks:**
 - Up to 8 hours on non-school days.
 - Maximum of 40 hours per week.
 - Extended work hours until 9:00 PM from June 1st through Labor Day.
- **Restrictions for 16- and 17-Year-Olds:**

While the FLSA does not limit working hours for this age group, it prohibits their employment in hazardous occupations to ensure safety.



Comparative Analysis: Indiana's Revisions vs. Federal Regulations

Indiana's 2025 amendments exhibit both alignment with and deviations from federal laws:

- **Alignment with Federal Standards:**
 - **16- and 17-Year-Olds:** Indiana now permits these minors to work unrestricted hours, matching federal provisions.
 - **14- and 15-Year-Olds:** The state's extension allowing work until 9:00 PM during the summer months aligns with federal guidelines.
- **State-Specific Provisions:**
 - **Parental Consent:** Indiana has removed the requirement for parental permission for 16- and 17-year-olds to work extended hours, which is not addressed at a federal level.
 - **Youth Employment System (YES):** Indiana mandates that employers with five or more minors register and report through the state's YES portal, which goes above and beyond federal requirements.



Implications for the Workforce

These legislative modifications present several potential impacts:

- **For Employers:**

- **Operational Flexibility:** The authorization to schedule 16- and 17-year-olds for extended hours without necessitating parental consent simplifies staffing, particularly during peak operational periods.
- **Compliance Obligations:** Employers must acquaint themselves with the YES reporting system to ensure adherence to state-specific requirements.

- **For Minor Employees:**

- **Increased Earning Potential:** Access to extended working hours provides additional opportunities to improve their potential income, contributing to personal and family financial goals.
- **Work-Life Balance Considerations:** While increased hours offer financial benefits, it's imperative that minors learn to balance work commitments with educational pursuits and personal development to ensure that any one aspect of their life does not suffer due to potential burnout.

- **For HR Professionals:**

- **Policy Revisions:** Updating organizational policies to reflect new state laws is essential to maintaining compliance and operational efficiency.
- **Training Initiatives:** Educating staff and management about these legislative changes ensures consistent and lawful application across the organization.

Conclusion

Indiana's recent adjustments to youth employment laws signify a strategic move toward synchronization with federal standards while introducing state-specific elements. As an HR professional, you need to be not only cognizant of these changes but also be able to explain them to your employees and management staff to ensure that standards and compliance are maintained. By staying informed and proactive, you and your team can cultivate a compliant and supportive work environment for young workers, promoting both safety and opportunity.



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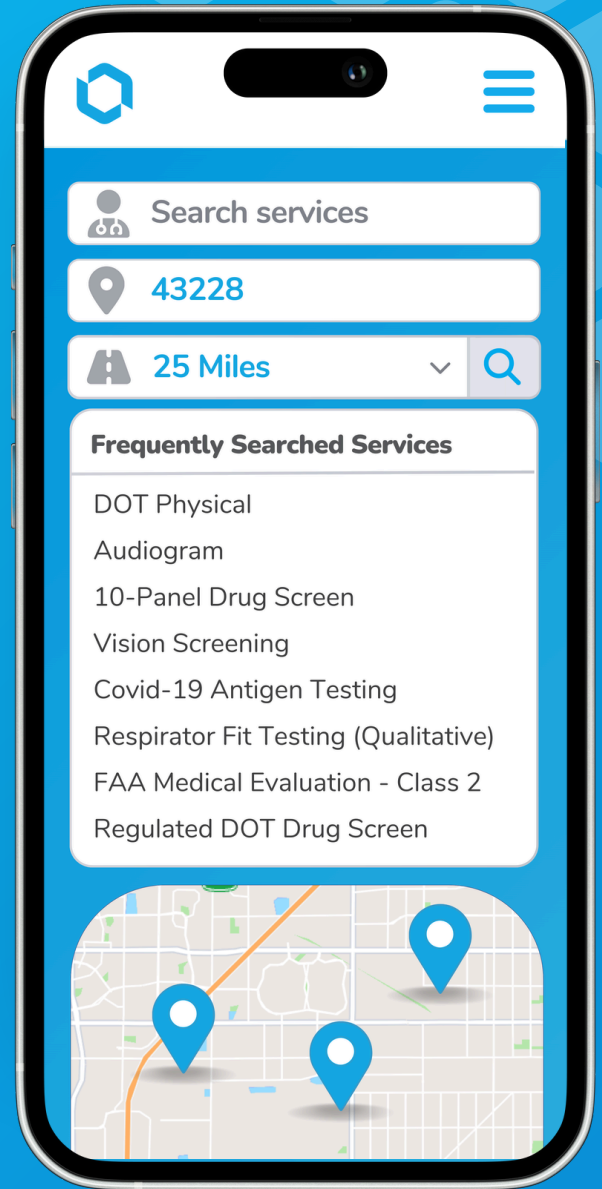
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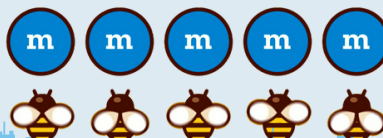
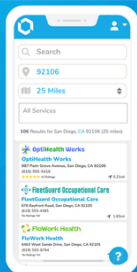


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