

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2019

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SENATE BILL 391

Short Title: Expand Youth Internship Opportunities. (Public)

Sponsors: Senators Ballard, Gunn, and Newton (Primary Sponsors).

Referred to: Rules and Operations of the Senate

March 28, 2019

1 A BILL TO BE ENTITLED  
2 AN ACT TO PROVIDE A LIMITED EXCEPTION TO THE PROHIBITION ON YOUTH  
3 PARTICIPATING IN SUPERVISED, PRACTICE EXPERIENCES WITH EMPLOYERS  
4 IN OCCUPATIONS FOUND DETRIMENTAL BY THE COMMISSIONER OF LABOR  
5 UNDER CERTAIN CIRCUMSTANCES.

6 The General Assembly of North Carolina enacts:

7 **SECTION 1.** G.S. 95-25.5 is amended by adding a new subsection to read:

8 "(k1) Youth, who are at least 16 years of age but less than 18 years of age, who participate  
9 in a supervised, practice experience in an occupation with an employer are exempt from the  
10 prohibition from occupations found and declared to be detrimental to the health and well-being  
11 of youth by the Commissioner of Labor pursuant to subsection (b) of this section, if all of the  
12 following conditions are met:

13 (1) The youth is enrolled in a public school or a nonpublic school that meets the  
14 requirements of Part 1 or Part 2 of Article 39 of Chapter 115C of the General  
15 Statutes that is partnering with the employer to offer the supervised, practice  
16 experience for the occupation.

17 (2) The public or nonpublic school in which the youth is enrolled has entered into  
18 a written agreement with the employer for the operation of the supervised,  
19 practice experience for the occupation that includes at least the following  
20 terms regarding the work of the occupation found to be detrimental by the  
21 Commissioner of Labor:

22 a. The work is incidental to the youth's supervised, practice experience  
23 for the occupation.

24 b. The work is intermittent and for short periods of time.

25 c. The work is performed under direct and close supervision of a  
26 qualified and experienced person.

27 d. The employer shall give safety instructions and training to the youth  
28 before performing the work.

29 e. The employer has prepared a schedule of organized and progressive  
30 work processes to be performed by the youth.

31 The terms of the written agreement required by subdivision (2) of this subsection shall be  
32 consistent with the guidance provided in Child Labor Bulletin 101, *Child Labor Provisions for*  
33 *Nonagricultural Occupations under the Fair Labor Standards Act*, published by the United  
34 States Department of Labor, Wage and Hour Division, effective November 2016, and any  
35 subsequent revisions published for that document."



1           **SECTION 2.** This act is effective when it becomes law and applies to participation  
2 of youth in practical experience programs on or after that date.