



COMMITTEE REPORT

MR. PRESIDENT:

The Senate Committee on Pensions and Labor, to which was referred House Bill No. 1302, has had the same under consideration and begs leave to report the same back to the Senate with the recommendation that said bill be AMENDED as follows:

- 1 Page 1, delete lines 1 through 17.
- 2 Page 2, delete lines 1 through 13, begin a new paragraph and insert:
- 3 "SECTION 1. IC 3-6-6-39, AS AMENDED BY P.L.108-2021,
- 4 SECTION 2, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
- 5 JULY 1, 2026]: Sec. 39. (a) The county election board by unanimous
- 6 vote of the entire membership of the board may permit an individual
- 7 who is not a voter to serve in any capacity described in subsection (b),
- 8 if the individual satisfies all the following:
- 9 (1) The individual is at least sixteen (16) years of age but not
- 10 eighteen (18) years of age or older.
- 11 (2) The individual is a citizen of the United States.
- 12 (3) The individual is a resident of the county.
- 13 (4) The individual has a cumulative grade point average
- 14 equivalent to not less than 3.0 on a 4.0 scale.
- 15 (5) The individual:
- 16 (A) either:
- 17 (i) has the written approval of the principal of the school the
- 18 individual attends at the time of the appointment; or
- 19 (ii) attends a school that will not be in session on election

- 1 day; or
- 2 (B) if the student is educated in the home, has the approval of
- 3 the individual responsible for the education of the student.
- 4 (6) The individual has the approval of the individual's parent or
- 5 legal guardian.
- 6 (7) The individual has satisfactorily completed any training
- 7 required by the county election board.
- 8 (8) The individual otherwise is eligible to serve as a precinct
- 9 election officer under this chapter but is not required to be a
- 10 registered voter of the county.
- 11 (b) An individual described in subsection (a) may serve in any of the
- 12 following capacities, as determined by the county election board:
- 13 (1) As any election officer, other than as an inspector, either
- 14 before election day, on election day, or both.
- 15 (2) Providing assistance to an election officer, either before
- 16 election day, on election day, or both.
- 17 (3) Providing assistance to the preparation of absentee ballots.
- 18 (c) An individual appointed as an election officer or assistant under
- 19 this section, while serving as an election officer or assistant:
- 20 (1) is not required to obtain an employment certificate under
- 21 IC 22-2-18 (before its expiration on June 30, 2021); and
- 22 (2) is not subject to the limitations on time and duration of
- 23 employment under IC 22-2-18 (before its expiration on June 30,
- 24 2021) or IC 22-2-18.1.
- 25 ~~(d) The county election board is not required to register as an~~
- 26 ~~employer under IC 22-2-18.1.~~
- 27 SECTION 2. IC 3-11.5-4-23, AS AMENDED BY P.L.153-2024,
- 28 SECTION 21, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
- 29 JULY 1, 2026]: Sec. 23. (a) Not later than noon fifty (50) days before
- 30 election day, each county election board shall notify the county
- 31 chairmen of the two (2) political parties that have appointed members
- 32 on the county election board of the number of:
- 33 (1) absentee voter boards;
- 34 (2) teams of absentee ballot counters; and
- 35 (3) teams of couriers;
- 36 to be appointed under section 22 of this chapter.
- 37 (b) The county chairmen shall make written recommendations for
- 38 the appointments to the county election board not later than forty-six

1 (46) days before election day. The county election board shall make the
2 appointments as recommended.

3 (c) If a county chairman fails to make any recommendations, then
4 the county election board may appoint any voters of the county who
5 comply with section 22 of this chapter.

6 (d) The county election board may permit an individual who is not
7 a voter to serve as an absentee board member, other than a member of
8 a board under IC 3-11-10-25, an absentee ballot counter, or a courier
9 if the individual:

- 10 (1) satisfies the requirements under IC 3-6-6-39; and
11 (2) is approved by the unanimous vote of the entire membership
12 of the county election board.

13 (e) An individual appointed to serve as an absentee board member,
14 other than the member of a board under IC 3-11-10-25, an absentee
15 ballot counter or a courier under subsection (d), while serving as an
16 absentee ballot counter or courier:

- 17 (1) is not required to obtain an employment certificate under
18 IC 22-2-18 (before its expiration on June 30, 2021); and
19 (2) is not subject to the limitations on time and duration of
20 employment under IC 22-2-18 (before its expiration on June 30,
21 2021) or IC 22-2-18.1.

22 ~~(f) The county election board is not required to register as an~~
23 ~~employer under IC 22-2-18.1.~~

24 ~~(g)~~ (f) When the county election board makes an appointment under
25 this section and the individual accepts the appointment by swearing the
26 oath of office required under this title, a contract is created between the
27 county election board and the individual in which the county election
28 board retains the services of the appointed individual as an independent
29 contractor.

30 ~~(h)~~ (g) For purposes of Article 2, Section 9 of the Constitution of the
31 State of Indiana, the position of:

- 32 (1) member of an absentee voter board;
33 (2) member of an absentee ballot counter team; or
34 (3) member of a courier team;

35 is not a lucrative office.

36 SECTION 3. IC 22-2-18.1-25 IS REPEALED [EFFECTIVE JULY
37 1, 2026]. ~~Sec. 25: (a) The department shall create and maintain a data~~
38 ~~base that is accessible by the public and that displays each employer~~

1 that is required to register under this chapter.

2 (b) The data base must include the name and electronic mail address
3 of each employer registered under this chapter.

4 SECTION 4. IC 22-2-18.1-26 IS REPEALED [EFFECTIVE JULY
5 1, 2026]. Sec. 26: (a) Each employer that hires, employs, or permits at
6 least five (5) minors who are:

7 (1) at least fourteen (14) years of age; and

8 (2) less than eighteen (18) years of age;

9 to work in a gainful occupation must register with the department.

10 (b) An employer that must register under this chapter must provide;
11 in the form and manner prescribed by the department, the following
12 information:

13 (1) The name of the employer.

14 (2) The electronic mail address of the employer.

15 (3) The number of minors whom the employer has hired;
16 employed; or permitted to work in a gainful occupation. For
17 purposes of this subdivision, the minor's date of hire is the first
18 date on which the minor performs work for the employer.

19 (4) Any other information required by the department.

20 (c) On or before the fifteenth and last business day of each month;
21 an employer that must register under this chapter shall enter any new
22 or changed information regarding:

23 (1) a qualifying location; and

24 (2) the names and numbers of minors at each qualifying location.

25 SECTION 5. IC 22-2-18.1-27, AS AMENDED BY P.L.93-2024,
26 SECTION 155, IS AMENDED TO READ AS FOLLOWS
27 [EFFECTIVE JULY 1, 2026]: Sec. 27. (a) The department shall adopt
28 rules under IC 4-22-2 to

29 (1) develop a schedule for the submission of the registration under
30 section 26 of this chapter; and

31 (2) implement this chapter.

32 (b) The department may establish recommendations for rest breaks.

33 SECTION 6. IC 22-2-18.1-30, AS AMENDED BY P.L.104-2024,
34 SECTION 46, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
35 JULY 1, 2026]: Sec. 30. (a) An employer that violates this chapter may
36 be assessed the civil penalties described in this section by the
37 department.

38 (b) For an hour violation of not more than thirty (30) minutes under

1 section 17 of this chapter or a posting violation under section 22 of this
2 chapter the civil penalties are as follows:

- 3 (1) A warning letter for any violations identified during an initial
4 inspection.
- 5 (2) Fifty dollars (\$50) per instance for a second violation
6 identified in a subsequent inspection.
- 7 (3) Seventy-five dollars (\$75) per instance for a third violation
8 that is identified in a subsequent inspection.
- 9 (4) One hundred dollars (\$100) per instance for a fourth or
10 subsequent violation that is identified in an inspection subsequent
11 to the inspection under subdivision (3) and that occurs not more
12 than two (2) years after a prior violation.

13 A civil penalty may not be assessed under this subsection for a
14 violation of ten (10) minutes or less.

15 (c) ~~For a failure to register or failure to register the correct number~~
16 ~~of minors employed under section 26 of this chapter;~~ an hour violation
17 of more than thirty (30) minutes under section 17 of this chapter, an
18 age violation under section 12 of this chapter, each minor employed in
19 violation of section 12(b) of this chapter, or a hazardous occupation
20 violation under section 23 of this chapter the civil penalties are as
21 follows:

- 22 (1) A warning letter for any violations identified during an initial
23 inspection.
- 24 (2) One hundred dollars (\$100) per instance for each violation
25 identified in a subsequent inspection.
- 26 (3) Two hundred dollars (\$200) per instance for a third violation
27 that is identified in a subsequent inspection.
- 28 (4) Four hundred dollars (\$400) per instance for a fourth or
29 subsequent violation that is identified in an inspection subsequent
30 to the inspection under subdivision (3) and that occurs not more
31 than two (2) years after a prior violation.

32 SECTION 7. IC 22-2-18.1-32, AS ADDED BY P.L.147-2020,
33 SECTION 16, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
34 JULY 1, 2026]: Sec. 32. (a) There is established a labor education and
35 youth employment fund to educate affected parties on the purposes and
36 contents of this chapter and the responsibilities of all parties under this
37 chapter.

38 (b) The labor education and youth employment fund shall be used

1 each year for the expenses of hiring and salaries of additional
 2 inspectors to enforce this chapter under section 30 of this chapter. ~~and~~
 3 ~~to develop and maintain the data base under this chapter.~~ Any
 4 remaining funds may be used for the purpose of the education
 5 provision of this subsection and may be used to award grants to provide
 6 educational programs.

7 (c) The labor education and youth employment fund shall be
 8 administered by the department. The expenses of administering the
 9 labor education and youth employment fund shall be paid from money
 10 in the fund. The treasurer of state shall invest the money in the labor
 11 education and youth employment fund not currently needed to meet the
 12 obligations of the fund in the same manner as other public funds may
 13 be invested. Interest that accrues from these investments shall be
 14 deposited in the labor education and youth employment fund. Money
 15 in the labor education and youth employment fund at the end of a state
 16 fiscal year does not revert to the state general fund.

17 (d) Revenue received from civil penalties under section 30 of this
 18 chapter shall be deposited in the labor education and youth
 19 employment fund.

20 (e) All inspectors hired to enforce this chapter shall also be
 21 available to educate affected parties on the purposes and contents of
 22 this chapter and the responsibilities of all parties under this chapter.

23 SECTION 8. IC 22-9-2-5 IS AMENDED TO READ AS FOLLOWS
 24 [EFFECTIVE JULY 1, 2026]: Sec. 5. The ~~commissioner of labor~~ **civil**
 25 **rights commission** shall investigate all complaints of discrimination,
 26 and ~~for such purpose the commissioner~~ **in doing so** shall have full
 27 power and authority:

28 (1) to receive, investigate and pass upon charges of discrimination
 29 against any person employed within the state; and

30 (2) to enter any place of business or employment within the state
 31 for the purpose of examination and making a transcript of records
 32 in any way appertaining to or having a bearing upon the question
 33 of the age of any person so employed.

34 SECTION 9. IC 22-9-2-6, AS AMENDED BY P.L.136-2018,
 35 SECTION 127, IS AMENDED TO READ AS FOLLOWS
 36 [EFFECTIVE JULY 1, 2026]: Sec. 6. **(a)** Every person shall keep true
 37 and accurate records of the ages of all persons employed by the person
 38 as reported by each employee, and shall upon demand furnish to the

1 ~~commissioner of labor, civil rights commission~~, or to the authorized
 2 representative of the ~~commissioner of labor, commission~~, a true copy
 3 of any ~~such~~ record, verified upon oath. ~~Such record~~ **Records** shall be
 4 open to investigation by the ~~commissioner~~ **commission** at any
 5 reasonable time.

6 **(b)** If on all the testimony taken, the ~~commissioner of labor civil~~
 7 **rights commission shall make makes** a preliminary determination that
 8 the employer has engaged in or is engaging in unfair employment
 9 practices, the ~~commissioner~~ **commission** shall endeavor to eliminate
 10 ~~such the~~ unfair employment practices by informal methods of
 11 conference, conciliation and persuasion. If voluntary compliance
 12 cannot be obtained, the ~~commissioner of labor~~ **commission shall be**
 13 **empowered to may** issue a complaint stating the charges and giving not
 14 less than ten (10) days' notice of hearing before the ~~commissioner of~~
 15 **labor commission** at a place fixed in the notice.

16 **(c)** Any complaint issued pursuant to this section must be ~~so~~ issued
 17 within four (4) months after the alleged unfair employment practices
 18 were committed. The respondent ~~shall have~~ **has** the right to file an
 19 answer to ~~such a~~ complaint and may appear at ~~such the~~ hearing with
 20 or without counsel to present evidence and to examine and
 21 cross-examine witnesses. Upon the completion of testimony at ~~such the~~
 22 hearing, if determination is made that unfair practices were committed,
 23 the ~~commissioner of labor civil rights commission~~ shall state ~~the~~
 24 ~~commissioner's~~ **its** findings of fact and if ~~satisfied therewith,~~ **may issue**
 25 ~~the commissioner's finding that may include a statement if~~ the
 26 employer has ceased to engage in unfair employment practices.

27 SECTION 10. IC 22-9-2-7 IS AMENDED TO READ AS
 28 FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 7. If:

29 **(1)** the ~~commissioner of labor shall find~~ **civil rights commission**
 30 **finds** no probable cause exists to substantiate the charges; or

31 **(2)** if upon all the evidence, ~~he shall find the civil rights~~
 32 **commission finds** that an employer has not engaged in unfair
 33 employment practices;

34 the ~~commissioner of labor~~ **commission** shall state in writing his
 35 findings of fact and shall issue ~~and cause to be served on the~~
 36 ~~complainant~~ an order dismissing the said complaint as to ~~such~~ **against**
 37 **the employer. The commission shall serve the order of dismissal on**

- 1 **the complainant."**
- 2 Renumber all SECTIONS consecutively.
(Reference is to HB 1302 as printed January 22, 2026.)

and when so amended that said bill do pass.

Committee Vote: Yeas 8, Nays 0.

Rogers

Chairperson