

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS
FISCAL IMPACT STATEMENT**

LS 6890
BILL NUMBER: HB 1302

NOTE PREPARED: Feb 13, 2026
BILL AMENDED: Feb 12, 2026

SUBJECT: Various Labor and Safety Matters.

FIRST AUTHOR: Rep. Teshka
FIRST SPONSOR: Sen. Rogers

BILL STATUS: CR Adopted - 2nd House

FUNDS AFFECTED: X GENERAL
X DEDICATED
FEDERAL

IMPACT: State & Local

Summary of Legislation: (Amended) The bill repeals various provisions concerning the Indiana Department of Labor employer database for youth employment.

The bill transfers the administration of certain age discrimination provisions from the Indiana Department of Labor to the Civil Rights Commission.

The bill also removes provisions relating to a belt examiner certificate. It makes corresponding changes.

Effective Date: July 1, 2026.

Explanation of State Expenditures: (Revised) The bill will reduce workload and expenditures for the Department of Labor (DOL) for enforcement of the state's child labor laws. The DOL will no longer be required to maintain the employer database for youth employment or enforce employer participation in the database. The change will likely reduce the efficiency of on-site employer inspections for compliance with child labor laws since employers will no longer have to indicate that they employ workers younger than 18.

Repealing the employer database for youth employment would reduce workload for state agencies that employ workers under the age of 18 and are required to provide updated information for the database under current law.

The requirement that the Civil Rights Commission rather than the DOL administer certain age discrimination provisions related to employment can be implemented with current resources.

Additional Information - The provisions related to a belt examiner certificate would have no fiscal impact. Indiana does not currently certify belt examiners.

Explanation of State Revenues: (Revised) The bill may reduce revenue to the Labor Education and Youth Employment Fund. The bill removes penalties associated with employers failing to register the correct number of minors for the employer database. The Labor Education and Youth Employment Penalties Fund

received revenue of \$646,425 in FY 2025 for child labor law violations.

Explanation of Local Expenditures: (Revised) Repealing the employer database for youth employment would reduce workload for local employers that employ workers under the age of 18 and are required to provide updated information for the database under current law.

Explanation of Local Revenues:

State Agencies Affected: Department of Labor; Civil Rights Commission; state agencies as employers.

Local Agencies Affected: Local agencies as employers.

Information Sources:

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