
HOUSE BILL No. 1302

AM130204 has been incorporated into January 22, 2026 printing.

Synopsis: Various labor and safety matters.

M
e
r
g
e
d

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

January 22, 2026

Second Regular Session of the 124th General Assembly (2026)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2025 Regular Session of the General Assembly.

M
e
r
g
e
d

HOUSE BILL No. 1302

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

- 1 SECTION 1. IC 22-2-18.1-26, AS AMENDED BY P.L.75-2024,
2 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2026]: Sec. 26. (a) Each employer that hires, employs, or
4 permits at least five (5) minors who are:
5 (1) at least fourteen (14) years of age; and
6 (2) less than eighteen (18) years of age;
7 to work in a gainful occupation must register with the department.
8 (b) An employer that must register under this chapter must
9 provide, in the form and manner prescribed by the department, the
10 following information:
11 (1) The name of the employer.
12 (2) The electronic mail address of the employer.
13 (3) The number of minors whom the employer has hired,
14 employed, or permitted to work in a gainful occupation. For
15 purposes of this subdivision, the minor's date of hire is the first
16 date on which the minor performs work for the employer.
17 (4) Any other information required by the department.

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

1 (c) ~~On or before the fifteenth and last business day of each month;~~
2 An employer that must register under this chapter ~~shall enter any new~~
3 ~~or changed~~ **must add, modify, or remove** information **in the data**
4 **base** regarding:

- 5 (1) a qualifying location; and
- 6 (2) the **legal names and numbers** of minors **currently working**
7 at each qualifying location;

8 **not later than fourteen (14) calendar days after the event that**
9 **caused the need for the addition, modification, or removal.**
10 **However, an employer shall have not more than thirty (30)**
11 **calendar days from the last date worked by a minor to terminate**
12 **the minor from the data base, even if the minor is not terminated**
13 **from the employer's payroll.**

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

- 19 (1) to receive, investigate and pass upon charges of
20 discrimination against any person employed within the state; and
- 21 (2) to enter any place of business or employment within the state
22 for the purpose of examination and making a transcript of
23 records in any way appertaining to or having a bearing upon the
24 question of the age of any person so employed.

25 SECTION 3. IC 22-9-2-6, AS AMENDED BY P.L.136-2018,
26 SECTION 127, IS AMENDED TO READ AS FOLLOWS
27 [EFFECTIVE JULY 1, 2026]: Sec. 6. (a) Every person shall keep true
28 and accurate records of the ages of all persons employed by the person
29 as reported by each employee, and shall upon demand furnish to the
30 ~~commissioner of labor,~~ **civil rights commission**, or to the authorized
31 representative of the ~~commissioner of labor,~~ **commission**, a true copy
32 of any ~~such~~ record, verified upon oath. ~~Such record~~ **Records** shall be
33 open to investigation by the ~~commissioner~~ **commission** at any
34 reasonable time.

35 (b) If on all the testimony taken, the ~~commissioner of labor~~ **civil**
36 **rights commission** ~~shall make~~ **makes** a preliminary determination that
37 the employer has engaged in or is engaging in unfair employment
38 practices, the ~~commissioner~~ **commission** shall endeavor to eliminate
39 ~~such~~ **the** unfair employment practices by informal methods of
40 conference, conciliation and persuasion. If voluntary compliance
41 cannot be obtained, the ~~commissioner of labor~~ **commission** ~~shall be~~
42 ~~empowered to~~ **may** issue a complaint stating the charges and giving not

M
e
r
g
e
d



1 less than ten (10) days' notice of hearing before the ~~commissioner of~~
2 ~~labor commission~~ at a place fixed in the notice.

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

14 SECTION 4. IC 22-9-2-7 IS AMENDED TO READ AS
15 FOLLOWS [EFFECTIVE JULY 1, 2026]: Sec. 7. If:

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

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

21 the ~~commissioner of labor commission~~ shall state in writing his
22 findings of fact and shall issue ~~and cause to be served on the~~
23 ~~complainant~~ an order dismissing the ~~said~~ complaint as to ~~such~~ **against**
24 **the employer. The commission shall serve the order of dismissal on**
25 **the complainant.**

26 SECTION 5. IC 22-10-3-1, AS AMENDED BY P.L.10-2012,
27 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
28 JULY 1, 2026]: Sec. 1. As used in this article:

29 "Active workings" means all places in a mine that are ventilated
30 and inspected regularly.

31 "Belt examiner" means an individual designated by the mine
32 foreman to perform the functions as required by 30 CFR Part 75 in
33 connection with examinations to ensure that the belt, belt drives, dump
34 points, air movement, roof, and ribs of a mine are in safe condition.

35 "Board" refers to the mining board established under
36 IC 22-10-1.5-2.

37 "Commercial mine" means any underground mine from which coal
38 is produced for sale, exchange, or commercial use.

39 "Director" means the director of the bureau of mines and mine
40 safety established under IC 22-1-1-4.

41 "Hoisting engineer" means an individual who is capable of
42 transporting people and material in and out of a mine by means of a

M
e
r
g
e
d

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

1 hoist.

2 "Interested persons" means the director, safety personnel
3 designated by the operator, state and federal coal mine inspectors, and,
4 to the extent required by law, any other person.

5 "Mine" means an underground commercial coal mine.

6 "Mine electrician" means a properly certified individual who can
7 perform electrical work in:

- 8 (1) a surface coal mine;
9 (2) surface areas of underground coal mines; and
10 (3) underground coal mines.

11 "Mine examiner" means a properly certified person designated by
12 the mine foreman to examine the mine for gas and other dangers. A
13 mine examiner may temporarily act as a section foreman if designated
14 to act as such by the mine foreman.

15 "Mine foreman" means the person charged with the responsibility
16 of the general supervision of the underground working of a mine and
17 the persons employed in the mine and for the health and safety of those
18 employees.

19 "Mine inspector" means the person appointed to assist in
20 administering this article.

21 "Mine Safety Administration" refers to the Mine Safety and Health
22 Administration, United States Department of Labor.

23 "Mining laws" means:

- 24 (1) this article;
25 (2) IC 22-1-1-5(a);
26 (3) 30 CFR part 75; and
27 (4) 30 CFR part 77.

28 "Operator" means an individual, firm, association, partnership,
29 limited liability company, or corporation operating an underground
30 coal mine or any part of a mine.

31 "Shot-firer" means a properly certified person designated by the
32 mine foreman to perform the functions as required in this article in
33 connection with breaking down coal or rock.

34 SECTION 6. IC 22-10-3-9, AS AMENDED BY THE
35 TECHNICAL CORRECTIONS BILL OF THE 2026 GENERAL
36 ASSEMBLY, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
37 JULY 1, 2026]: Sec. 9. (a) The director shall keep a record of the
38 board's official actions concerning certificates issued under this chapter
39 and file the record together with questions and answers pertaining to
40 examinations established by the board, including the grade given for
41 the answer to each question. The record shall be open for inspection by
42 interested persons. If applications for certification are received, the

M
e
r
g
e
d

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

1 board shall meet at least quarterly at such time and place as it shall
 2 consider advisable for the purpose of examining applicants for
 3 certificates. These quarterly meetings shall be held in January, April,
 4 July, and October. The date, time, and place of examination shall be
 5 published at all coal mines in this state and posted on the ~~web site~~
 6 **website** maintained by the bureau of mines and mine safety at least
 7 thirty (30) days before the examination. By a majority vote, the board
 8 shall establish its rules of procedure and provide suitable certificates.
 9 The board shall adopt rules establishing standards for the competent
 10 practice of mine foreman, ~~belt examiner~~, mine examiner, shot-firer,
 11 mine electrician, and hoisting engineer.

12 (b) A person desiring certification for mine foreman, ~~belt~~
 13 ~~examiner~~, mine examiner, shot-firer, mine electrician, or hoisting
 14 engineer must make written application to the board on forms supplied
 15 by the board not later than ten (10) days prior to the examination date.

16 SECTION 7. IC 22-10-3-10, AS AMENDED BY P.L.10-2012,
 17 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 18 JULY 1, 2026]: Sec. 10. (a) It is the duty of the board to examine any
 19 person applying for a certificate for mine foreman, shot-firer, mine
 20 examiner, hoisting engineer, **or** mine electrician **or** ~~belt examiner~~ and
 21 to issue certificates of competency to the applicants who, upon
 22 examination, prove themselves competent and qualified. A certificate
 23 is valid only when the examination for certification has been held in the
 24 presence of a member of the board and signed by the chairman of the
 25 board. A certificate of competency may not be issued to any person
 26 whose grade is less than seventy-five percent (75%) for any
 27 certification other than that of a certificate for mine electrician, which
 28 requires a passing grade of not less than eighty percent (80%). The
 29 board shall observe the requirements set forth in this section in
 30 conducting the examinations.

31 (b) An applicant for a mine foreman certificate must have at least
 32 four (4) years of experience underground in coal mines. However, a
 33 person who has graduated and holds a degree in engineering or an
 34 approved four (4) year program in coal mining technology from an
 35 accredited school, college, or university is required to have only two (2)
 36 years of practical underground mining experience to qualify for the
 37 examination. A person who has graduated and holds a two (2) year
 38 associate in applied science degree in coal mining technology from an
 39 accredited school, college, or university is required to have only three
 40 (3) years of practical underground mining experience to qualify for the
 41 examination. An applicant must prove to the board by written and oral
 42 examination and by demonstration, where applicable, that the applicant

M
e
r
g
e
d

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

1 has a thorough knowledge of:
 2 (1) the theory and practice of coal mining;
 3 (2) the nature and properties of poisonous, noxious, and
 4 explosive gases and methods for their detection and control;
 5 (3) the requirements of the coal mining laws of this state; and
 6 (4) the responsibilities and duties of a mine foreman under such
 7 laws;

8 and that the applicant is otherwise qualified by law.

9 (c) An applicant for a mine examiner certificate must have at least
 10 three (3) years of experience underground in coal mines. However, a
 11 person who has graduated and holds a degree in engineering or an
 12 associate in applied science degree in coal mining technology from an
 13 accredited school, college, or university is required to have only two (2)
 14 years of practical underground mining experience to qualify for the
 15 examination. An applicant must prove to the board by written and oral
 16 examination and by demonstration, where applicable, that the applicant
 17 has a thorough knowledge of:

18 (1) the nature and properties of poisonous, noxious, and
 19 explosive gases and methods for their detection and control;
 20 (2) the practical aspects of coal mining pertaining especially to
 21 ventilation and roof control; and
 22 (3) the responsibilities of a mine examiner under coal mining
 23 laws of this state;

24 and that the applicant is otherwise qualified by law.

25 (d) An applicant for a shot-firer certificate must have at least one
 26 (1) year of underground experience and must have been properly
 27 trained in a course approved by the director in the safe use and
 28 handling of explosives. An applicant must prove to the board by written
 29 and oral examination and by demonstration, where applicable, that the
 30 applicant has a working knowledge of:

31 (1) the proper handling and use of explosives and blasting
 32 devices and the danger connected therewith;
 33 (2) the nature and properties of poisonous, noxious, and
 34 explosive gases and methods for their detection;
 35 (3) the coal mining laws of the state pertaining to ventilation,
 36 roof control, and blasting; and
 37 (4) the responsibilities of a shot-firer under applicable mining
 38 laws;

39 and that the applicant is otherwise qualified by law.

40 (e) An applicant for a hoisting engineer certificate must prove to
 41 the board by written and oral examination and by demonstration, where
 42 applicable, that the applicant:

HB 1302—LS 6890/DI 141



M
e
r
g
e
d

- 1 (1) is capable of operating a hoist;
 2 (2) has a thorough knowledge of the coal mining laws of this
 3 state pertaining to hoisting operations;
 4 (3) has at least one (1) year mining experience;
 5 (4) has at least twenty (20) hours practical experience under the
 6 supervision of a certified hoisting engineer; and
 7 (5) is otherwise qualified by law.
- 8 (f) An applicant for a belt examiner certificate must have at least
 9 one (1) year of experience in belt maintenance or installation work. The
 10 applicant must prove to the board by written and oral examination and
 11 by demonstration, where applicable, that the applicant has a thorough
 12 knowledge of:
 13 (1) the requirements of the coal mining laws of this state with
 14 particular emphasis upon those laws pertaining to the use of
 15 electrical or belt equipment and the transmission of electrical
 16 energy into coal mines; and
 17 (2) the responsibilities of a belt examiner under those laws;
 18 and that the applicant is otherwise qualified by law.
- 19 (g) (f) An applicant for a mine electrician certificate must have
 20 sufficient (but not less than one (1) year of) experience in performing
 21 electrical work. The applicant must prove to the board by written and
 22 oral examination and by demonstration, where applicable, that the
 23 applicant has a thorough knowledge of:
 24 (1) the requirements of the coal mining laws of this state, with
 25 particular emphasis upon laws pertaining to electrical energy in
 26 coal mines;
 27 (2) direct and alternating current theory and application;
 28 (3) electric equipment and electrical circuits in coal mines;
 29 (4) permissibility of electric equipment;
 30 (5) 30 CFR 75 subparts F-K; and
 31 (6) 30 CFR 77 subparts F-J and S.
- 32 (h) (g) An applicant for an examination under this section must
 33 pay the bureau of mines and mine safety an examination fee of
 34 twenty-five dollars (\$25). All fees collected under this subsection shall
 35 be deposited in the mine safety fund established by IC 22-10-12-16.
 36 The board may set a different fee by rule under IC 22-10-1.5-4.
- 37 (i) (h) A mine foreman, mine examiner, shot-firer, hoisting
 38 engineer, or mine electrician or belt examiner certificate issued before
 39 September 1, 1979, is valid under the mining laws of Indiana.
- 40 (j) (i) A person who was issued a fire-boss certificate before July
 41 1, 2007, shall be issued a replacement mine examiner certificate upon
 42 request to the director.

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

M
e
r
g
e
d

1 ~~(j)~~ (j) A person designated as mine superintendent or assistant
2 mine superintendent, or acting in either capacity, must hold a mine
3 foreman certificate.

4 ~~(k)~~ (k) A certificate may be granted to an applicant who presents
5 to the board satisfactory evidence that the applicant has not been
6 convicted of:

7 (1) an act which would constitute a ground for disciplinary
8 sanction under section 11.1(b) of this chapter; or

9 (2) a felony that has a direct bearing on the applicant's ability to
10 act competently as a mine foreman, shot-firer, mine examiner,
11 hoisting engineer, **or** mine electrician. ~~or belt examiner.~~

12 ~~(l)~~ (l) For the purpose of safety, the board may refuse to examine
13 an applicant who cannot:

14 (1) readily understand the written English language; or

15 (2) express himself or herself in the English language.

16 SECTION 8. IC 22-10-3-11, AS AMENDED BY P.L.10-2012,
17 SECTION 4, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
18 JULY 1, 2026]: Sec. 11. (a) In event of loss or destruction of any
19 certificate issued under the mining laws of this state, the board, upon
20 satisfactory proof of such loss or destruction, shall issue a duplicate
21 certificate upon receipt of five dollars (\$5). The fee shall be deposited
22 into the mine safety fund established by IC 22-10-12-16. The board
23 may set a different fee by rule under IC 22-10-1.5-4.

24 (b) The holder of a mine foreman, mine examiner, shot-firer,
25 hoisting engineer, **or** mine electrician ~~or belt examiner~~ certificate must
26 present the same or a photostatic copy to the official of the mine where
27 the holder is employed, who shall file it in the office at such mine, and
28 such file shall be available for inspection by interested persons.

29 SECTION 9. IC 22-10-3-12, AS AMENDED BY P.L.10-2012,
30 SECTION 5, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
31 JULY 1, 2026]: Sec. 12. (a) It is unlawful for any person to serve in the
32 capacity of mine foreman, mine examiner, shot-firer, hoisting engineer,
33 **or** mine electrician ~~or belt examiner~~ at any time unless the person is
34 properly certified. However, any person who meets the appropriate
35 experience requirements of this chapter and who is properly certified
36 in one (1) of these capacities or its equivalent in another state which
37 recognizes the certification of Indiana may serve in such a capacity
38 until the next examination by the board, when the person must apply to
39 the board for certification in the person's particular classification. A
40 mine electrician who is properly certified:

41 (1) by the federal Mine Safety and Health Administration; or

42 (2) in another state that recognizes the mine electrician

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

M
e
r
g
e
d

1 certification in Indiana;
 2 may serve in the individual's certified capacity and be issued a mine
 3 electrician certificate by the director in Indiana without the requirement
 4 of applying to the board for examination. However, the individual must
 5 obtain an Indiana miner's certificate of competency from the director.

6 (b) It is unlawful for an operator in this state to employ any person
 7 in the capacity of mine superintendent, assistant mine superintendent,
 8 mine foreman, mine examiner, shot-firer, hoisting engineer, **or** mine
 9 electrician **or belt examiner** at any time unless the person is properly
 10 certified.

11 (c) Before any person certified in another state may perform in the
 12 capacity of mine superintendent, assistant mine superintendent, mine
 13 foreman, mine examiner, shot-firer, hoisting engineer, **or** mine
 14 electrician **or belt examiner** in Indiana, the person must present
 15 personally to the director evidence of the out-of-state certificate or
 16 certificates.

17 (d) Every inexperienced miner is required to wear an orange hard
 18 hat until the miner receives a certificate of competency.

19 SECTION 10. IC 22-10-12-16, AS AMENDED BY P.L.10-2012,
 20 SECTION 6, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 21 JULY 1, 2026]: Sec. 16. (a) The mine safety fund is established to
 22 provide funding for the purchase and maintenance of underground
 23 mine rescue equipment.

24 (b) The department of labor shall administer the fund.

25 (c) The fund consists of:

26 (1) assessments collected by the mining board under
 27 IC 22-10-1.5-5(a)(4) and deposited into the fund;

28 (2) fees:

29 (A) from examinations under ~~IC 22-10-3-10(h);~~
 30 **IC 22-10-3-10(g);**

31 (B) for duplicate certificates under IC 22-10-3-11(a); and

32 (C) from applicants for a certificate under IC 22-10-3-13(d);
 33 and

34 (3) interest from investments as accrued and deposited under
 35 subsection (d).

36 (d) The treasurer of state shall invest the money in the fund not
 37 currently needed to meet the obligations of the fund in the same
 38 manner as other public money may be invested. Interest that
 39 accumulates from these investments shall be deposited into the fund.

40 (e) Money in the fund at the end of a state fiscal year does not
 41 revert to the state general fund.

HB 1302—LS 6890/DI 141



DOCUMENT HAS NOT BEEN CHECKED FOR ACCURACY

M
e
r
g
e
d