

119TH CONGRESS
1ST SESSION

H. R. 3545

To amend the Fair Labor Standards Act of 1938 to expand working hours for employees between the ages of 14 and 16 years during periods in which schools are in session, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 21, 2025

Mr. JOHNSON of South Dakota (for himself, Mr. NEHLS, and Mr. MANN) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Fair Labor Standards Act of 1938 to expand working hours for employees between the ages of 14 and 16 years during periods in which schools are in session, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Teenagers Earning
5 Everyday Necessary Skills Act” or the “TEENS Act”.

6 **SEC. 2. CHILD LABOR HOURS AND EXEMPTIONS.**

7 Section 3(l) of the Fair Labor Standards Act of 1938
8 (29 U.S.C. 203(l)) is amended by striking the period at

1 the end and inserting “, except that in no case may the
2 Secretary provide that employment of such employees is
3 deemed to constitute oppressive child labor due to the
4 number of hours an employee works if such employee—

5 “(1) in a week during any part of which school
6 is in session, works 24 hours or less; and

7 “(2) begins work at a time that is not earlier
8 than 7:00 a.m. (in the time zone in which the em-
9 ployment is performed) and ends work at a time
10 that is not later than 9:00 p.m. (in such time
11 zone).”.

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