

119TH CONGRESS
2D SESSION

H. R. 7002

To amend the Fair Labor Standards Act of 1938 to provide for enhanced penalties for child labor violations.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 9, 2026

Ms. SCHOLTEN (for herself, Mr. MACKENZIE, Mr. GOLDMAN of New York, Mr. THANEDAR, Mr. LANDSMAN, Mr. KRISHNAMOORTHY, Ms. NORTON, and Ms. TITUS) 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 provide for enhanced penalties for child labor violations.

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 “Justice for Exploited
5 Children Act”.

6 **SEC. 2. CHILD LABOR PENALTIES.**

7 (a) CRIMINAL PENALTIES.—Section 16(a) of the
8 Fair Labor Standards Act (29 U.S.C. 216(a)) is amend-
9 ed—

1 (1) by striking “Any” and inserting “(1) Any”;

2 (2) by inserting “(other than subsection
3 (a)(4))” after “15”;

4 (3) by striking “this subsection” each place it
5 appears and inserting “this paragraph”; and

6 (4) by adding at the end the following:

7 “(2) Any person who repeatedly or willfully violates
8 section 15(a)(4) shall upon conviction thereof be subject
9 to a fine of not more than \$100,000, or to imprisonment
10 for not more than 5 years, or both.

11 “(3) Any person shall upon conviction for a violation
12 of section 15(a)(4) be subject to a fine of not more than
13 \$500,000, or to imprisonment for not more than 10 years,
14 or both, if such violation was—

15 “(A) willful and resulted in the death or serious
16 injury of an employee under the age of 18 years; or

17 “(B) repeated and such violation and a prior
18 violation each resulted in the death or serious injury
19 of such an employee.”.

20 (b) CIVIL PENALTIES.—Section 16(e) of the Fair
21 Labor Standards Act of 1938 (29 U.S.C. 216(e)) is
22 amended—

23 (1) by striking “not to exceed—” and inserting
24 “as follows.”;

25 (2) in paragraph (A)—

1 (A) by moving the margins for clauses (i)
2 and (ii) 4 ems to the left;

3 (B) in clause (i);

4 (i) by striking “\$11,000” and insert-
5 ing “Not less than \$1,000 but not more
6 than \$150,000”; and

7 (ii) by striking “; or” and inserting “,
8 which penalty shall be doubled where the
9 violation is a repeated or willful violation.”;

10 (C) in clause (ii)—

11 (i) by striking “\$50,000” and insert-
12 ing “Not less than \$25,000 but not more
13 than \$601,150”;

14 (ii) by striking “death or”; and

15 (iii) by striking “may” and inserting
16 “shall”; and

17 (D) by adding at the end the following:

18 “(iii) Not less than \$50,000 and not more than
19 \$601,150 with regard to each such violation that
20 causes the death of any employee under the age of
21 18 years, which penalty shall be doubled where the
22 violation is a repeated or willful violation.”; and

23 (3) in paragraph (B), by striking “subpara-
24 graph (A)” and inserting “this section”.

1 (c) EFFECTIVE DATE.—The amendments made by
2 this Act shall apply with respect to violations occurring
3 on or after the date of enactment of this Act.

○