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The bill provides that a high school student, age 18 or older, may not work after 11:00 p.m. on the night before a school day or before 5:00 a.m. on a school day, unless the student requests in writing to his or her employer to work during the restricted hours. If a student makes this written request, there are no restrictions on the hours the student may work. Generally applicable minimum wage and overtime laws still apply in either case.

Current law provides similar restrictions but applies only to high school students under age 18. Under current law, a high school student under age 18 may get a note from his or her parents for an exception, in which case, the student may work until 11:30 p.m. on a night before a school day and after 4:30 a.m. on a school day.