TITLE 610 DEPARTMENT OF LABOR

Regulatory Analysis

LSA Document #26-264

I. Description of Rule

a. History and Background of the Rule - In 2020, Senate Enrolled Act 409 (P.L. 147-2020) added a requirement for the creation of a database for the registration of minors by their employers to the youth employment laws at IC 22-2-18.1-25 and 26. This database became known as the Youth Employment System (YES). The legislation also gave the Department of Labor (DOL) authority to adopt rules for the implementation of the YES, so 610 IAC 5 was added in 2022 as a rule to address the registration of minors using the YES. The definitions found at 610 IAC 10-1-5 and 6 were also adopted in 2022 and apply only to Rule 5 regarding the YES. During the 2026 legislative session, IC 22-2-18.1-25 and 26 regarding the registration of minors and use of the YES were repealed by House Enrolled Act 1302 (P.L.91-2026), making the applicable rules obsolete and without purpose or meaning, requiring them to be repealed.

b. Scope of the Rule/Statement of Need - 610 IAC 10-1-5, 610 IAC 10-1-6, and 610 IAC 10-5 will all be repealed as they are obsolete and no longer needed.

c. Statutory Authority for the Proposed Rule - The statutory authority for the DOL to adopt rules pertaining to youth employment comes from IC 22-2-18.1-27.

d. Fees, Fines, and Civil Penalties - This rulemaking will only repeal existing rules that are obsolete and will not add or increase any fees, fines, or civil penalties.

II. Fiscal Impact Analysis

a. Anticipated Effective Date of the Rule - December 31, 2026.

b. Estimated Fiscal Impact on State and Local Government - There will be no fiscal impact on state or local government with the repeal of these rules. The rules are obsolete and have no impact without the statutes that were repealed by HEA 1302.

c. Sources of Expenditures or Revenues Affected by the Rule - Without the statutes that were repealed, the rules being repealed would not affect any source of expenditure or revenue.

III. Impacted Parties

There is no impact of the rule on any party without the corresponding statutes that were repealed.

IV. Changes in Proposed Rule

The rules are obsolete and have no purpose or meaning without the statutes repealed by House Enrolled Act 1302 (P.L.91-2026).

610 IAC 10-1-5	Repealed.
610 IAC 10-1-6	Repealed.
610 IAC 10-5	Repealed.

V. Benefit Analysis

There is no benefit to repealing these rules other than possibly to prevent confusion over having obsolete and meaningless rules with no purpose or affect after the corresponding statutes were repealed. It will also help the DOL to comply with the goal set forth in Executive Order 25-17 for all agencies to reduce their regulations by 25%,

VI. Cost Analysis

There are no costs associated with the repeal of these rules.

VII. Sources of Information

The only source used for this analysis was HEA 1302, which repealed statutes requiring the use of the YES database, making these rules obsolete and without purpose or meaning, and therefore, without any fiscal impact upon repeal.

VIII. Regulatory Analysis

Repealing these rules may prevent confusion and will help the DOL comply with the goal established by Executive Order 25-17 to reduce its regulations by 25%. Since there are no costs to repealing these rules, the DOL has determined that the benefits of repealing these rules likely outweigh the costs.

IX. Contact Information of Staff to Answer Substantive Questions

J. Anthony Hardman,

General Counsel and Deputy Commissioner

Indiana Department of Labor

402 W. Washington St., Rm. W195

Indianapolis, IN 46204

johardman@dol.in.gov

317.232.2696

Notice of First Public Comment Period: 20260805-IR-610260264FNA

Notice of Determination Received: May 26, 2026

Posted: 08/05/2026 by Legislative Services Agency