*** § 3223. Duties of employers.** The employer of any minor required to have an employment certificate:

1. Shall satisfy himself that the minor presenting an employment certificate is in fact the minor named therein.

2. Shall before employment begins, file at the place of the minor's employment such certificate so that it may be readily accessible to any authorized person to examine such document.

3. Shall, upon termination of the minor's employment, return the employment certificate to the minor.

* NB Effective until May 9, 2027

* § 3223. Duties of employers. The employer of any minor required to have an employment certificate:

1. Shall personally confirm that the minor presenting an employment certificate is in fact the minor named therein.

2. Shall before employment begins, physically or electronically file at the place of the minor's employment such certificate so that it may be readily accessible to any authorized person to examine such document.

3. Shall, upon termination of the minor's employment, destroy any physical or electronic copies of such certificate.

* NB Effective May 9, 2027