

STATE OF OHIO  
**MINOR LABOR LAWS**

www.com.ohio.gov

Mike DeWine,  
Governor

Jon Husted,  
Lt. Governor

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Director

**OHIO REVISED CODE CHAPTER 4109\***

**"MINOR" MEANS ANY PERSON LESS THAN 18 YEARS OF AGE**

**WORKING PERMIT:** Every minor 14 through 17 years of age must have a working permit unless otherwise stated in Chapter 4109.

**WAGE AGREEMENT:** No employer shall hire an employe under 18 years of age without agreeing with the minor as to the wages or compensation. The minor shall receive for each day, week, month, year or per piece for work performed.

**REST PERIOD:** No employe shall employ a minor more than 5 consecutive hours without a rest period of at least 30 minutes.

**LIST OF MINORS EMPLOYED:** Employer shall keep a list of minors employed at each establishment and a list of the post in a conspicuous place to which all minor employe have access.

**TIME RECORDS:** Every employer shall keep a time book or other written record showing actual starting and stopping time of each work and rest period. These records must be kept for one (1) year.

**RESTRICTIONS ON WORKING HOURS FOR MINORS 14 and 15 YEARS OF AGE**

No person under 16 shall be employed:

1. During school hours except where specifically permitted by Chapter 4109
2. Before 7 a.m. or after 9 p.m. from January 1<sup>st</sup> to September 1<sup>st</sup> or during any school holiday of 5 school days or more; or after 7 p.m. at any other time
3. For more than 3 hours a day in any school day
4. For more than 18 hours in any school week
5. For more than 8 hours in any day when school is not in session
6. For more than 40 hours in any week that school is in session nor during school hours, unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education.

**RESTRICTIONS ON WORKING HOURS FOR MINORS 16 and 17 YEARS OF AGE**

No person 16 or 17 who is required to attend school shall be employed:

1. Before 7 a.m. on any day that school is in session or 6 a.m. if the person was not employed after 8 p.m. the previous night
2. After 11 p.m. on any night preceding a day that school is in session.

**PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE**

1. All in manufacturing; mining; processing; public messenger service
2. Work in breweries and meat markets and all preparation of meats for sale (except wrapping, salting, labeling, weighing, pricing and smoking)
3. Tramp stevedoring, stevedoring, construction, public utility construction, repair
4. Work in boiler or engine rooms, maintenance or repair of machinery
5. Outside window washing from window sills or scaffolding and/or ladders
6. Coal and oil hauling; operating, setting up, adjusting, cleaning, oiling or repairing power-driven food slicers, grinders, food choppers, cutters, bakery type mixers
7. Loading or unloading goods to and from trucks
8. All warehouse work except office and clerical
9. Work in connection with cars and trucks involving the use of pits, racks or lifting apparatus or involving the inflation of any tire mounted on a rim equipped with a non-vehicle retaining ring.

**PROHIBITED OCCUPATIONS FOR MINORS 14 through 17 YEARS OF AGE**

1. Occupations involving logging, mining, manhandling, processing or marketing
2. Power-driven bakery machines
3. Occupations involved in the manufacture of brick, tile and kindred products
4. Occupations involved in the manufacture of denim
5. Manufacturing or mining occupations involving explosives
6. Occupations involving exposure to radioactive substances and to ionizing radiation
7. Power-driven paper products machines
8. Power-driven metal forming, punching and shearing machines
9. Occupations involved in the operation of power-driven circular saws, hand saws and gasoline shears
10. Power-driven wood working machines
11. Coal mines
12. Occupations in connection with mining, other than coal
13. Logging and sawmilling
14. Motor vehicle occupations
15. Maritime and long-shore occupations
16. Railroads
17. Excavation operations
18. Power-driven and handeling apparatus
19. Roofing operations
20. Wrecking, demolition, and shipbreaking.

**MINORS UNDER 16 YEARS OF AGE MAY NOT ENGAGE IN DOOR-TO-DOOR EMPLOYMENT UNLESS**

The for-profit employer is REGISTERED with the Ohio Department of Commerce. DOOR-TO-DOOR SALES EMPLOYERS SHALL:

1. Be in compliance with all applicable Ohio and Federal laws relating to the employment of minors
2. Provide at least one supervisor who is over the age of eighteen for each minor employe
3. Be in compliance with Ohio's Motor Vehicle Financial Responsibility, Workers' Compensation, Unemployment Compensation, and all other applicable laws
4. Require all minors to work at least in pairs
5. Not employ any minor who does not have an appropriate Age and Schooling Certificate
6. Provide each minor employe with a photo identification card
7. Not employ any minor in any door-to-door sales activity during school hours except when specifically permitted
8. Not employ minors under 16 in door-to-door sales activity before 7 a.m. or after 7 p.m.
9. Not employ minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 8 p.m.

\*For Exceptions to Coverage See Chapter 4109.06

This is a summary of ORC 4109. This summary does not include all of the requirements for minor labor laws. Persons should refer to 4109 for specific requirements applicable to them. This information can be accessed through the Ohio Department of Commerce website at [www.com.ohio.gov](http://www.com.ohio.gov).

**POST IN A CONSPICUOUS PLACE**

For further information about Minor Labor Issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance & Labor, 6606 Tussing Road, Reynoldsburg, OH 43068 Phone: 614-644-2219; TTY/TDD: 800-730-4750; An Equal Opportunity Employer and Service Provider (11/13/16)

## Ohio Minor Labor Laws

Must be posted in plain view in a conspicuous place which is frequented by the largest number of minor employees and to which all minor employees have access. The poster must be in every factory, workshop, or office where employees under 18 years of age are permitted to work. Employers of minors must also post the names of employees under 18, including working hours, meal time, and time starting and ending work day.

Download the posting from:

[https://www.com.ohio.gov/documents/laws\\_MLLPoster.pdf](https://www.com.ohio.gov/documents/laws_MLLPoster.pdf)

Or request a copy from:

Ohio Department of Commerce Division of Industrial Compliance  
6606 Tussing Road  
Reynoldsburg, OH 43068  
(614) 644-2223