



STATE OF OHIO
MINOR LABOR LAWS
www.com.ohio.gov

Mike DeWine,
Governor

Jon Husted,
Lt. Governor

Sharyl Maxfield,
Secretary

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 may have a working permit under the criteria stated in Chapter 4109.

WAGE AGREEMENT: No employer shall give employment to a minor without agreeing with him/her as to the wages or compensation he/she shall receive for each day, week, month, year or part thereof for work performed.

REST PERIOD: An employer or shall employ a minor more than 8 consecutive hours without a rest period of at least 30 minutes.

LIST OF MINORS EMPLOYED: Employers shall keep a list of minors employed at each establishment and a list in a conspicuous place to which all minor employees 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 two (2) years.

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

No person under 16 shall be employed:

- During school hours except where specifically permitted by Chapter 4109
- Before 7 a.m. or after 9 p.m. from June 1st to September 1st during any school holiday of 5 school days or more; or after 7 p.m. at any other time
- For more than 12 hours in any day in any school day
- For more than 10 hours in any day in any school year
- For more than 8 hours in any day when school is not in session
- For more than 40 hours in any week that school is not in session, nor during school hours, unless employment is incidental to bona fide programs of vocational or operative training, work-study, or other career-oriented programs with the purpose of educating students, and the programs and 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 not in school shall be employed:

- For more than 8 hours in any day that school is not in session, 6 a.m. if person was not employed after 8 p.m. the previous night
- After 11 p.m. on any night preceding a day the person is working

PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE

1. All in manufacturing, mining, processing or public messenger service

2. Work in factories and meat markets and all preparation of means for sale (except wrapping, sealing, labeling, weighing, pricing and stocking)

3. Transportation, telegraph, communications, public utilities, repair

4. Work in any occupation involving the use of machinery

5. Handle window washing from window sills or scaffolding for windows

6. Cleaning and baking, 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. Work in any auto shop except office and clerical

9. Work in any auto repair 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 removable retaining ring.

PROHIBITED OCCUPATIONS FOR MINORS 14 through 17 YEARS OF AGE

1. Occupations involving slaughtering, meat-packing, processing or

2. Slaughtering, meat markets

3. Occupations involved in the manufacture of肥, 肉 and 猪产品

4. Occupations involved in the manufacture of chemicals

5. Manufacturing or storage of explosive materials or involving explosives

6. Occupations involving exposure to radio activity or ionizing and to

7. Occupations involving

8. Power-driven paper products machines

9. Power-driven metal forming, punching and shearing machines

10. Occupations involving the operation of power-driven circular saws,

hand saws and guillotine shears.

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

This form of employment is REGISTERED with the Ohio Department of Commerce. DOOR-TO-DOOR SALES EMPLOYERS SHALL:

1. Provide a minimum age of 14 years for all minors engaged in door-to-door sales activity, unless otherwise provided by law.
2. Provide at least one supervisor who is at least the age of eighteen, for each six-hour employee.
3. Have been and is in compliance with Ohio's Motor Vehicle Financial Responsibility - Workers' Compensation, Unemployment Compensation, and all other applicable laws.
4. Require all minors to do at least one hour.
5. Not employ any minor who does not have an appropriate Age and Schooling Certificate.
6. Provide each minor with a photo identification card.
7. Not employ any minor under 16 in door-to-door sales activity during school hours except where 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 in a ge of a door-to-door sales activity before 7 a.m. or after 8 p.m.

*For Exceptions to Coverage See Chapter 4109.

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.

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: 614-644-5239 TTY/TDD: 800-750-0750 An Equal Opportunity Employer and Service Provider (Rev. 9/15/16)

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 or posted on the internet in a manner accessible to the minor employees. The poster must be posted in every factory, workshop, or office where employees under 18 years of age are permitted to work or accessibly posted on the internet.

Employers of minors must also post the names of employees under 18, including working hours, mealtimes, and time starting and ending workday. This list of minors must be physically posted in the workplace.

Download the posting from:

Minor Labor Laws

Or request a copy from:

Ohio Department of Commerce Division of Industrial Compliance

6606 Tussing Road

Reynoldsburg, OH 43068

(614) 644-2223