STATE OF OHIO
MINOR LABOR LAWS
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OHIO REVISED CODE CHAPTER 4109*
"MINOR" MEANS ANY PERSON LESS THAN 18 YEARS OF AGE
WORKING PERMITS: Every minor 14 through 17 years of age must have a working permit unless otherwise 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 per piece for work performed.

REST PERIOD: No employer 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 must be posted 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 employee.

Not employ minors 16 and 17 years of age in door to door sales activity before 7 a.m. or after 8 p.m.

Restrictions on working hours for minors 14 and 15 years of age

No person under 16 shall be employed:
1. After 7 p.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.

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. or 6 a.m. if the person was not employed after 8 p.m. the previous night.
2. Between 7 a.m. and 9 p.m. on any night preceding a day that school is in session.
3. Before 8 a.m. or after 9 p.m. from June 1st to September 1st.
4. On or during any school holiday of 5 school days or more; or after 7 p.m. at any other time.

Restrictions on prohibited occupations for minors 14 through 17 years of age

The following occupations are prohibited for minors 14 through 17 years of age:

1. Occupations 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.

2. Occupations involving the manufacture of brick, tile and kindred products.

3. Occupations involving exposure to radioactive substances and to ionizing radiations.

4. Occupations involving the operation of power-driven equipment.

5. Occupations involving exposure to radioactive substances and to ionizing radiations.

6. Occupations involving exposure to radioactive substances and to ionizing radiations.

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. Require at least one supervisor who is over the age of eighteen, for each six minor employees.

3. Have been and 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 in pairs.

5. Not employ any minor who does not have an appropriate Age and Schooling Certificate.

6. Provide each minor employee with a photo identification card.

7. Not employ any minor in any 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 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.

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: 614-644-2239. TTY/TDD: 800-750-0750. An Equal Opportunity Employer and Service Provider (REV. 9/13/16)