Complaints must be filed with the OCRC within two years of the last act of discrimination or harassment.

ENFORCEMENT

The Ohio Civil Rights Commission (OCRC) investigates complaints of discrimination and harassment in employment.

Complaints must be filed with the OCRC within two years of the last act of discrimination or harassment.

OHIO REVISED CODE CHAPTER 4109 ("MINOR" MEANS ANY PERSON LESS THAN 18 YEARS OF AGE)

WORRYING PERKS: Every minor 14 through 17 years of age must have a work permit unless otherwise stated in Chapter 4109

WAGE AGREEMENT: No employer shall employ 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 hour for performing work involved.

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

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

No employer shall cause any child to perform
1. More than 8 hours in any day when school is in session or more than 6 hours when school is not in session
2. More than 9 hours in any school week except during school vacation or during other hours unless an extension is granted by the Director of the Ohio Department of Commerce
3. More than 16 hours in any school week
4. More than 34 hours in any school week

PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE

1. All manufacturing, exceptoving public revenue
2. Power-driven bakery machines
3. Occupations involved in the manufacture of brick, tile and kindred products
4. Occupations involved in the manufacture of chemicals
5. Manufacturing or storage occupations involving explosives
6. Occupations involving exposure to radioactive substances and to ionizing radiations
7. Power-driven paper products machines
8. Power-driven metal-forming, punching and shearing machines
9. Occupations in the construction or operation of power-driven circular saws, band saws and guillotine shears
10. Power-driven woodworking machines
11. Coal mines
12. Exposure to connection with mining, other than coal
13. Logging and swarming
14. Vehicle occupations
15. Maritime and longshoreman occupations
16. Railroads
17. Construction occupations
18. Power-driven and hoisting apparatus
19. Roofing occupations
20. Winching, demolition, and shipbreaking

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

The minor employer is registered with the Ohio Department of Commerce

To be in compliance with all applicable Ohio and federal laws relating to the employment of minors

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

Have been and be in compliance with Ohio's Motor Vehicle Financial Responsibility, Workers' Compensation, Unemployment Compensation, and all other applicable laws

Require all minors to work at least in pairs

For Exceptions to Coverage See Table 4109.06

This summary does not include all of the requirements of the minor labor law. Persons should refer to 4109 for specific requirements applicable to them. This information can be accessed through the Ohio Department of Commerce website or 1-888-278-7101, TTY (614) 752-2391

POST IN A CONSPICUOUS PLACE

For further information about minor labor issues, please contact:
The Ohio Civil Rights Commission, Division of Industrial Compliance, 6660 Tapping Road, Reynoldsburg, OH 43068 Phone: 614-644-2234 TTY:614-655-0758 An Equal Opportunity Employer and Service Provider

REV. 09/13/2016

OHIO DEPARTMENT OF COMMERCE

MINOR LABOR LAWS

OHIO DEPARTMENT OF COMMERCE

DIVISION OF INDUSTRIAL COMPLIANCE & LABOR

Michael DeWine, Governor

Jon Husted, Lt Governor

Sherry Maxfield, Director

THIS EMPLOYER PROVIDES EMPLOYMENT INSURANCE COVERAGE FOR EMPLOYEES

Employees who become unemployed (or are working less than full-time) may be eligible for unemployment insurance benefits.

Applying by phone at 1-877-644-6562 (OHIOJOB) or online at http://unemployment.ohio.gov

To update your labor law poster contact
J. J. Keller & Associates, Inc.
(800) 327-6868
J Keller.com/lawposter

For all questions regarding Ohio labor laws, contact:
Mike Denecke, Governor
(614) 644-2234

Notice:
This notice is for informational purposes only. It does not fulfill the state’s workers’ compensation posting requirement.

NOTICE: This notice is on display so employers who are required to display it may be in compliance with the state’s workers’ compensation posting requirement.

JULY 5, 2021

POST IN A CONSPICUOUS PLACE

Enforcement:

To address complaints or questions regarding this notice, contact:
Mike Denecke
(614) 644-2234

This poster is in compliance with state posting requirements.