



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 receives per 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 where all 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 such records shall be kept for two (2) years.

RESTRICTIONS ON WORKING HOURS FOR MINORS 14 and 15 YEARS

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 June 1st to September 1st 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 not in session nor during school hours, unless employment is incidental to bona fide professional 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
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RESTRICTIONS ON WORKING HOURS FOR MINORS 16 and 17 YEARS

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.
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PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE

1. All manufacturing; mining; processing; public messenger service
 2. Work in freezers and meat coolers and all preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing and stocking)
 3. Transportation; storage; communications; public utilities; 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. Cooking and baking; operating, setting up, adjusting, cleaning, oiling or repairing power-driven food slicers, grinders, food choppers, cutters and slicers
 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 removable retaining ring.
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PROHIBITED OCCUPATIONS FOR MINORS 14 through 17 YEARS

1. Occupations involving slaughtering, meat-packing, processing or rendering
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
10. Power-driven woodworking machines
11. Coal mines
12. Occupations in connection with mining, other than coal mines
13. Logging and sawmilling
14. Motor vehicle occupations
15. Maritime and longshoreman occupations
16. Railroads
17. Excavation operations