

Employment First & Advocacy Newsletter



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MINOR LABOR LAWS AND PREPARING TEENS FOR WORK

1. At what age can a teen legally start working in Ohio?
 - a) 13
 - b) 14
 - c) 15
 - d) 16
2. On a school day, a 14–15-year-old can only work 3 hours a day, not past 7:00 p.m. and up to 18 hours a week.
 - a) True
 - b) False
3. At age 16-17, a minor can work until what time on nights before a school day?
 - a) 9:00 p.m.
 - b) 10:00 p.m.
 - c) 11:00 p.m.
 - d) Midnight
4. Teens aged 14-17 need which of the following to legally work in Ohio?
 - a) A work permit issued by their school
 - b) Parental consent
 - c) Signed agreement of wages from employer
 - d) All of the above
5. Employers must give minors a 30-minute break for every 5 hours worked.
 - a) True
 - b) False

(1.b; 2. a; 3. c; 4. d; 5. a)

Advocacy in Action- Being Prepared to Work

Teens should have active roles in the employment process. Teens can begin some steps even before they start looking for work. This includes memorizing important details like their social security number, full address and full date of birth.

All employers require a valid ID. Teens should obtain a State ID if they do not have a driver's license yet. Practice what to say at the BMV-Bureau of Motor Vehicles and have needed documents and money ready for any costs. Details can be found at <https://www.bmv.ohio.gov/>

Help teens set up a bank account if they do not have one. Their bank info will be needed for direct deposit. Having an account can also help them learn to save and budget.

Once hired, a teen should also know or have the following info with them for completing new hire forms:

- Their date of birth/birth certificate
- Their Social Security number/card
- Their address
- Their email address
- Their phone number/ emergency contacts
- Their doctor's name/number & any allergies/ medical info employer should be aware of

Knowing minor labor laws is important. Encourage teens to speak up if asked to work hours or complete tasks not allowed at their age.

You can learn more about allowed hours and job tasks at <https://com.ohio.gov/divisions-and-programs/industrial-compliance/wage-and-hour/guides-and-resources/minor-labor-laws-poster>