

# Employment First & Advocacy Newsletter



Questions about employment or advocacy? Contact Tammy Smith, Employment & Advocacy Coordinator

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## Ohio's Minimum Wage

As of Jan. 1, 2026, Ohio's minimum wage for employees (who do not receive tips) is now \$11.00 per hour. For those who receive tips, minimum wage is \$5.50 per hour.

Ohio Dept. of Commerce notes that, "The minimum wage increase applies to employees of businesses with annual gross receipts of more than \$405,000 per year. For employees at businesses with annual gross receipts of \$405,000 or less per year after Jan. 1, 2026, and for 14- and 15-year-old workers, the state minimum wage remains tied to the federal minimum wage of \$7.25 per hour. Any changes to this rate would require an act of the U.S. Congress and the President's signature." For more information and the full article:

<https://com.ohio.gov/about-us/media-center/news/ohio+minimum+wage+set+to+increase+in+2026>

## Important reminders if you are working...

- Be sure to report changes in earnings to Social Security and Job and Family Services when they first occur to avoid overpayments and loss of benefits.
- Did you move? If you worked in 2025, be sure that your employer has your current address so that you receive your W-2's. You will need these if you are required to file income taxes. These are mailed out by January 31<sup>st</sup> of each year.

## Reminder-Nominations can be submitted all year

To promote advocacy and highlight those who demonstrate speaking up and advocating for themselves or others, the Board will recognize a person(s) as an advocate or ally in our "**Speak-Up Spotlight**" on social media and other platforms. Each quarter, nominations will be reviewed, and an advocate or ally will be chosen to be featured.

To be recognized as an **Advocate** or **Ally**, a person must meet one or more of the following criteria:

**Advocate**- An individual served by ACBDD who has spoken up to advocate for matters important to themselves or others.

**Ally**- A family member, provider, ACBDD staff person, employer or other community member who has provided encouragement and support to help an individual served speak up and /or participate in trainings or activities to improve their skills to become a better self-advocate.

Please send nominations to Tammy Smith at [tsmith@acbdd.org](mailto:tsmith@acbdd.org)