



## Ohio Revised Code

### Section 4109.07 Restrictions on hours of employment.

Effective: October 09, 2026

Legislation: House Bill 455 - 136th General Assembly

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(A) No person under sixteen years of age shall be employed:

(1) During school hours except where specifically permitted by this chapter;

(2) Before seven a.m.;

(3) After nine p.m. from the first day of June to the first day of September or during any school holiday of five school days or more duration;

(4) After seven p.m. at any other time, except the person may be employed between seven p.m. and nine p.m. on any night preceding a day that school is not in session if the person has approval to do so from the person's parent or legal guardian;

(5) For more than three hours a day in any school day;

(6) For more than eighteen hours in any week while school is in session;

(7) For more than eight hours in any day which is not a school day;

(8) For more than forty hours in any week that school is not in session.

(B) No person under sixteen years of age may be employed more than forty hours in any one week nor during school hours unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work- oriented programs with the purpose of educating students, and the program meets standards established by the department of education and workforce.

(C) No employer shall employ a minor more than five consecutive hours without allowing the minor a rest period of at least thirty minutes. The rest period need not be included in the computation of the number of hours worked by the minor.

(D) No person sixteen or seventeen years of age who is required to attend school under Chapter 3321. of the Revised Code shall be employed:

(1) Before seven a.m. on any day that school is in session, except such person may be employed after six a.m. if the person was not employed after eight p.m. the previous night;

(2) After eleven p.m. on any night preceding a day that school is in session.



(E) As used in this section, "school" refers to either a school the child actually attends or a school he is required to attend pursuant to Chapter 3321. of the Revised Code.

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