



Ohio Revised Code

Section 4109.08 Enforcing age and schooling certificate requirements.

Effective: July 21, 2025

Legislation: Senate Bill 33

(A)(1) No minor shall be employed unless the employer keeps on the premises a complete list of all minors employed by the employer at a particular establishment.

The list shall be posted in plain view in a conspicuous place which is frequented by the largest number of minor employees, and to which all minor employees have access.

(2) No minor shall be employed unless the employer posts an abstract to be furnished by the director of commerce summarizing the provisions of this chapter. The abstract shall be posted in one of the following ways:

(a) On the premises in plain view in a conspicuous place which is frequented by the largest number of minor employees, and to which all minor employees have access;

(b) On the internet in a manner that is accessible to the employer's employees.

(B) An enforcement official may require any employer, in or about whose establishment an employee apparently under eighteen years of age is employed and whose age and schooling certificate is not on file with the director of commerce as required by section 3331.01 of the Revised Code, to furnish the enforcement official satisfactory evidence that the employee is in fact eighteen years of age or older. The enforcement official shall require from the employer the same evidence of age of the employee as is required by section 3331.02 of the Revised Code upon the issuance of an age and schooling certificate. No employer shall fail to produce the evidence.

(C) Any employee apparently under eighteen years of age, working in any occupation or establishment with respect to which there are restrictions by rule or law governing the employment of minors, with respect to whom the employer has not furnished satisfactory evidence that the person is at or above the age required for performance of employment with the employer after being requested to do so, and who refuses to give to an enforcement official the employee's name, age, and



place of residence may be taken into custody and charged with being an unruly child or other appropriate charge under Chapter 2151. or 2152. of the Revised Code.

(D) No person shall, with the intent to assist a minor to procure employment, make a false statement by any means, including by submitting falsified forms electronically, to any employer or to any person authorized to issue an age and schooling certificate.