Ohio Revised Code
Section 4109.08 Enforcing age and schooling certificate requirements.
Effective: August 28, 2002
Legislation: House Bill 402 - 124th General Assembly

(A) 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 and a printed abstract to be furnished
by the director of commerce summarizing the provisions of this chapter.

The list and abstract 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.

(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.