

## ■ CHILD LABOR LAWS

### TERMS:

**Age and Schooling Certificates** — A child under the age of 18 who lives in an agricultural labor camp is generally not permitted to work on a farm or any other agricultural establishment without first obtaining a valid age and schooling certificate from the local school district and presenting it to the employer. No such certificate may be issued to a child under the age of 14.

An age and schooling certificate is *not required* for agricultural employment by minors who do not reside in an agricultural labor camp.

**Hazardous Employment** — Among other hazardous farm-related activities, generally no one under 16 may be employed (1) in connection with the operation of a tractor of more than 20 horsepower, (2) in connection with the operation of a corn picker, cotton harvester, combine or any similar equipment, (3) in any job requiring work from a ladder or scaffold at a height of more than 20 feet, (4) as a driver of a truck, bus or car carrying passengers, or (5) in a job requiring the handling or application of certain toxic pesticides or the application or transfer of ammonia.

**Working Hours** — With few exceptions, it is illegal to employ a child under 16 during school hours. Such minors are generally authorized to work only between the hours of 7:00 a.m. and 7:00 p.m. (between 7:00 a.m. and 9:00 p.m. from June 1 to September 1, and during school holidays lasting 5 days or more). No one under 16 may be employed for more than 3 hours a day on a school day, for more than 18 hours a week in any week in which school is in session, for more than 8 hours on a non-school day, or for more than 40 hours in any week in which school is not in session.

**Rest Periods** — Employers may not employ a worker under 18 for more than 5 hours straight without allowing the worker a paid or unpaid rest period of at least 30 minutes.

**Work Agreements** — Before hiring anyone under 18, an employer must reach agreement with the worker concerning the wages to be paid, whether on a time or piecework basis. The employer must give the worker a written statement of the agreement, and on or before each payday must provide a statement of earnings due and the amount to be paid. No reduction in the agreed-upon wage rate is permitted without at least 24 hours' advance notice and completion of a new written agreement.

**Withholding of Wages** — Employers may not withhold any part of a minor's earnings because of any supposed carelessness on the worker's part, failure to comply with rules, breakage of equipment, or inability to perform the job.

**Recordkeeping** — For each worker under 18 who lives in an agricultural labor camp, a farm operator or other agricultural employer is required to keep a written record showing the worker's name, address and occupation, the number of hours worked on each day of the week, the start and end time of each work interval and rest period, and the amount of wages paid each pay period.

The recordkeeping requirements *do not apply* to the employment of minors who do not reside in an agricultural labor camp.

**ENFORCEMENT:** *Bureau of Labor and Worker Safety, Division of Industrial Compliance and Labor, Ohio Department of Commerce, Reynoldsburg, Ohio 43068 (614-644-2223).*

The state superintendent of public instruction, the state director of health, the local school districts and local health departments all have the same authority to enforce the state child labor laws as the Department of Commerce.