

STUDENT WORK PERMIT INFORMATION

Ohio Minor Labor Laws

Minors 14 thru 17 years old must have a work permit.

Minors must receive a written agreement indicating hourly rate of pay.

Minors must receive a 30 minute break after 5 hours worked.

Hours of work –Ages 14 & 15:

School in session

3 hours /school day

8 hours / non school day

18 hours/ school week

Not before 7:00am & not after 7:00pm

School out of session

8 hours / day

40 hours/ week

Not before 7:00am not after 9:00pm

Hours of work-Ages 16 & 17

Can not work before 7am Monday thru Friday and after 11:00pm Sunday thru Thursday when school is in session.

Link to Application for Minor work permit:

http://www.com.state.oh.us/laws/docs/laws_PreApp.pdf

The process for the pre-application is as follows:

Parents complete the top portion of the work permit. Proof of Age (Type of document) is the Birth Certificate.

The employer completes the bottom portion of the work permit. All areas must be complete, number of days per week, hours per day, start and quit times etc. The employer's Tax ID Number is mandatory.

Link to physical form: http://www.com.state.oh.us/laws/docs/laws_Physpreapp.pdf

If a student has a current physical (not more than 1 year old) on file at school, that physical may be used for the work permit. If no physical form is on file at school, a physical is needed.

The student should return the completed forms to the school secretary who will then issue the minor work permit.