**OVERTIME**

An employer shall pay an employee for overtime at a wage rate of one and one-half times the employee’s rate for hours in excess of 40 hours in one work week, except for employees earning less than $150,000 per year.

**RECORDS TO BE KEPT BY THE EMPLOYER**

1. Employee shall keep records for at least three years, available for copying and inspection by the Director of the Ohio Department of Commerce, concerning the following information concerning each employee:
   - a. Name
   - b. Address
   - c. Occupation
   - d. Rate of Pay
   - e. Amount paid each pay period
   - f. Hours worked each day and each work week

2. The records may be opened for inspection or copying at any reasonable time and no employer shall hinder or delay the Director of the Ohio Department of Commerce in the performance of these duties.

**MINIMUM WAGE**

To protect the current minimum wage from lawful opportunities and avoid undue hardship to individuals whose earning capacity is affected or impaired by physical or mental deficiencies or injuries, a sub-minimum wage may be fixed, as provided in the rules and regulations set forth by the Director of the Ohio Department of Commerce.

**INDIVIDUALS EXEMPT FROM MINIMUM WAGE**

1. Any individual employed by the United States.
2. Any individual employed by any employee’s employer, or a home in a common-law relationship, provided he/she is engaged in a domestic service capacity.
3. Any individual who is a member of the Armed Forces of the United States, or an interstate governmental agency, or an interstate governmental employee, or an interstate governmental contractor, or a interstate governmental contractor’s employee, or an interstate governmental contractor’s employee’s employee.
4. Any individual who volunteers to perform services for a public agency which is a State, a political subdivision of a State, or an interstate governmental agency, or an interstate governmental contractor, or an interstate governmental contractor’s employee, or an interstate governmental contractor’s employee’s employee.

5. Any individual employed by a public or private service of a charitable nature in a hospital or health institution for which the individual is not compensated.

6. Any individual in the employment of a camp or recreational area for children under the age of 16 years of age and owned and operated by a non-profit organization or group of organizations.

7. Any employee of a solely family operated and operated business who are members of a family.

* For additional information about minimum wage issues, please contact the Ohio Department of Commerce, Division of Industrial Compliance, 6005 Tuxedo Road, Reynoldsburg, Ohio 43068. Phone: 614-644-2233 TTY/TDD: 1-800-750-0750.

**UNION REMUNERATION PURPOSES**

For further information about minimum wage issues, please contact the Ohio Department of Commerce, Division of Industrial Compliance, 6005 Tuxedo Road, Reynoldsburg, Ohio 43068. Phone: 614-644-2233 TTY/TDD: 1-800-750-0750.

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**Child Labor**

**MINORS UNDER 16 YEARS OF AGE MAY NOT ENGAGE IN DOOR-TO-DOOR EMPLOYMENT UNLESS**

1. The employment is registered with the Division of Industrial Compliance and Labor of the Ohio Department of Commerce.
2. In addition, women affected by pregnancy, childbirth or related medical conditions must be afforded all the other practices and privileges of employment, and the women can engage in the employment that has been registered under a policy providing insufficient or no leave.
3. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
4. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
5. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
6. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
7. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
8. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
9. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
10. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
11. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
12. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
13. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.
14. Minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 7 p.m.

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**PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE**

1. All manufacturing, mining, processing public messenger occupations involving exposure to radioactive substances and their by-products.
2. Occupations involving slaughtering, meat-packing, processing meat, and similar occupations.
4. Occupations involved in the manufacture of brick, tile and related products.
5. Occupations involved in the manufacture of chemicals.
6. Occupations involved in the manufacture of clothing.
7. Occupations involved in the manufacture of rubber and similar products.
8. Occupations involved in the manufacture of textiles, clothing, and related products.
9. Occupations involved in the manufacture of edibles, or other occupations similar to those involving the preparation or processing of food.
10. Occupations involved in the manufacture of non-edible products.

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**PROHIBITED OCCUPATIONS FOR MINORS 14 YEARS OR 17 YEARS OF AGE**

1. Occupations involving slaughtering, meat-packing, processing and the production of food (except the cooking, handling, packaging, storing, or selling of food).
2. Occupations involving the preparation and serving of food.
3. Occupations involved in the manufacture of brick, tile and related products.
4. Occupations involved in the manufacture of clothing.
5. Occupations involved in the manufacture of rubber and similar products.
6. Occupations involved in the manufacture of textiles, clothing, and related products.
7. Occupations involved in the manufacture of non-edible products.

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**RECORDS TO BE KEPT BY THE EMPLOYER**

For assistance in filing a complaint, or for any other information on the Civil Rights Act, please call 1-800-750-0750 or visit our website at cwe.ohio.gov.