

Acceptable Hours of Work for Minors

When School is in Session

Minors aged 14 and 15:

- Cannot work before 7:00 a.m. or after 7:00 p.m.
- Cannot work for more than 3 hours on any School Day
- Cannot work more than 18 hours in and School Week
- Cannot work during School hours

Minors aged 16 and 17:

- Cannot work before 7:00 a.m. or 6:00 a.m. if not employed after 8:00 p.m. the previous night.
- Cannot work after 11:00 p.m. Sunday through Thursday
- There are no limitations in hours per day or week

When School is NOT in Session

Minors aged 14 and 15:

- Cannot work before 7:00 a.m. or after 9:00 p.m.
- Cannot work more than 8 hours per day
- Cannot work more than 40 hours per week

Minors aged 16 and 17:

- No limitation as to the starting and ending time
- No limitation in hours per day or week

Please see Ohio Division of Labor and Worker Safety – Wage and Hour Bureau for more information.