

Labor Law Compliance Center

OHIO

Labor Law Compliance Center
posters@laborlawcc.com
www.laborlawcc.com
(800) 801-0597

Ohio Labor Law Posters

English

Posting Name & ID	Posting Requirements	Published Date
Domestic Violence OH01	State agencies	10/15
EEO (Fair Employment) OH02	All employers	04/21
Minimum Wage OH03	All employers	01/22
Minor Labor Laws OH04	Employers who employ minors	09/16
Unemployment Compensation OH05	Recommended	10/21
Workers' Compensation Rebuttable Presumption OH06	All employers	10/04
Public Employment Risk Reduction Program (OSHA) OH07	Public employers Reproductions of this poster must be at least 8.5 x 14 inches	-
Franklin County Domestic Violence OH08	Franklin County agencies	10/15
Workers' Compensation Fund NOTICE TO EMPLOYER OH09	Instructions to acquire REQUIRED notice to post	-



Family Violence Doesn't Stay Home When Its Victims Go to Work

If you or someone you know is experiencing violence, we can help.



Ohio Domestic Violence Network 800-934-9840



ccafv.org

Changing Attitudes
Changing Lives

Ohio Domestic Violence Network
800-934-9840
odvn.org

National Domestic Violence Hotline
800-799-7233 (TTY 800-787-3224)
ndvh.org

Ohio Employee Assistance Program
800-221-6327
ohio.gov/EAP

United Behavioral Health,
24-Hour Hotline
800-852-1091

Action Ohio Coalition
for Battered Women
888-622-9315
actionohio.org

BRAVO
Buckeye Region Anti-Violence
Organization
866-862-7286
bravo-ohio.org

Office of Criminal Justice Services
Family Violence Prevention Center
888-448-4842
fvpc.ohio.gov

National Teen Dating Abuse Hotline
866-331-9474 (TTY 866-331-8453)
loveisrespect.org

OH01E



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Know Your Rights



EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

The Ohio Civil Rights Act *protects applicants and employees of private employers, state, county and local governments, educational institutions, labor organizations, employment agencies and personnel placement services from unlawful discriminatory employment practices.*

Race and Color

Ohio law prohibits discrimination on the basis of **race or color** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, any facially neutral employment policy or practice that results in a discriminatory impact on the basis of race or color is a prohibited form of discrimination unless such policy or practice is job-related and based upon business necessity.

National Origin and Ancestry

Ohio law prohibits discrimination on the basis of **national origin or ancestry** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, any policy or practice limiting or prohibiting the use of any language in the workplace is a prohibited form of discrimination unless such limitation or prohibition is job-related and based upon business necessity.

Sex, Including Pregnancy, Sexual Orientation, and Gender Identity

Ohio law prohibits discrimination on the basis of **sex or pregnancy** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

Women affected by pregnancy, childbirth or related medical condition must be afforded leave for a reasonable period of time and may not be discharged under a policy providing insufficient or no leave.

The U.S. Supreme Court, in the case of *Bostock v. Clayton Cty., Georgia*. U.S. 140 S. Ct. 1731 (2020), as well as other federal court cases, have extended sex discrimination to include prohibition of employment discrimination on the basis of sexual orientation and gender identity.

Religion

Ohio law prohibits discrimination on the basis of **religion** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, applicants and employees must be provided with a reasonable accommodation for religious beliefs and practices, except when the accommodation imposes an undue hardship.

Military Status

Ohio law prohibits discrimination on the basis of **military status** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, employees who leave employment to perform military service, which includes the performance of duty, on a voluntary or involuntary basis, in a uniformed service, under competent authority, must be reemployed upon conclusion of such service.

Disability

Ohio law prohibits discrimination on the basis of **disability** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

In addition, applicants and employees must be provided with a reasonable accommodation for their disabilities, except when the accommodation imposes an undue hardship.

Age

Ohio law prohibits discrimination against persons **40 years of age or older** on the basis of **age** in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter directly or indirectly related to employment.

Harassment

Ohio law prohibits harassment in the workplace on any basis set forth herein, which includes the creation of a racially or sexually hostile work environment, verbally or physically abusive treatment, and requiring submission to sexual advances as a condition of employment, continued employment or promotion.

In addition, all reasonable steps should be taken to prevent and promptly correct harassment in the workplace, which includes the establishment of a policy against harassment and a procedure for receiving, investigating and remedying complaints of workplace harassment.

Retaliation

Ohio law prohibits retaliation against any person because that person has opposed any unlawful discriminatory practice, or because that person has made a charge, testified, assisted or participated in any manner in any investigation, proceeding or hearing.

ENFORCEMENT

The Ohio Civil Rights Commission (OCRC) investigates complaints of discrimination and harassment in employment.

Complaints must be filed with the OCRC within two years of the last act of discrimination or harassment.

For more information or assistance in filing a complaint, please call toll free: **1-888-278-7101**, TTY **(614) 752-2391** or visit our website at: **www.crc.ohio.gov**

Publication Date 04-21



2022 MINIMUM WAGE

www.com.ohio.gov

NON-TIPPED EMPLOYEES

A Minimum Wage of \$9.30 per hour

“**Non-Tipped Employees**” includes any employee who does not engage in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips.

“**Employers**” who gross less than \$342,000 shall pay their employees no less than the current federal minimum wage rate.

“**Employees**” under the age of 16 shall be paid no less than the current federal minimum wage rate.

“**Current Federal Minimum Wage**” is \$7.25 per hour.

TIPPED EMPLOYEES

A Minimum Wage of \$4.65 per hour PLUS TIPS

“**Tipped Employees**” includes any employee who engages in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips. Employers electing to use the tip credit provision must be able to show that tipped employees receive at least the minimum wage when direct or cash wages and the tip credit amount are combined.

OVERTIME

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

RECORDS TO BE KEPT BY THE EMPLOYER

1. Each employer shall keep records for at least three years, available for copying and inspection by the Director of the Ohio Department of Commerce, showing 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.

SUB-MINIMUM WAGE RATE

To prevent the curtailment of opportunities for employment 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 paid, 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 as a baby-sitter in the employer’s home, or a live-in companion to a sick, convalescing, or elderly person whose principal duties do not include housekeeping;
3. Any individual employed as an outside salesman compensated by commissions or in a bona fide executive, administrative, or professional capacity, or computer professionals;
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 government agency, if
 - (i) the individual receives no compensation or is paid expenses, reasonable benefits, or a nominal fee to perform the services for which the individual volunteered; and
 - (ii) such services are not the same type of services which the individual is employed to perform for such public agency;
5. Any individual who works or provides personal services of a charitable nature in a hospital or health institution for which compensation is not sought or contemplated;
6. Any individual in the employ of a camp or recreational area for children under eighteen years of age and owned and operated by a non-profit organization or group of organizations.
7. Employees of a solely family owned and operated business who are family members of an owner.

* For information about additional exemptions, please visit the Ohio Division of Industrial Compliance or U.S. Department of Labor websites.

For further information about minimum wage issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance, 6606 Tussing Road, Reynoldsburg, Ohio 43068. Phone: 614-644-2239. TTY/TDD: 1-800-750-0750. An Equal Opportunity Employer and Service Provider. (REV. 9/30/19)

POST IN A CONSPICUOUS PLACE

OH03E



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STATE OF OHIO

MINOR LABOR LAWSwww.com.ohio.gov**OHIO REVISED CODE CHAPTER 4109*****"MINOR" MEANS ANY PERSON LESS THAN 18 YEARS OF AGE****WORKING PERMITS:** Every minor 14 through 17 years of age must have a working permit unless otherwise stated in Chapter 4109.**WAGE AGREEMENT:** No employer shall give employment to a minor without agreeing with him/her as to the wages or compensation he/she shall receive for each day, week, month, year or per piece for work performed.**REST PERIOD:** No employer shall employ a minor more than 5 consecutive hours without a rest period of at least 30 minutes.**LIST OF MINORS EMPLOYED:** Employer shall keep a list of minors employed at each establishment and a list must be posted in a conspicuous place to which all minor employees have access.**TIME RECORDS:** Every employer shall keep a time book or other written record showing actual starting and stopping time of each work and rest period. These records must be kept for two (2) years.**RESTRICTIONS ON WORKING HOURS FOR MINORS 14 and 15 YEARS OF AGE**

No person under 16 shall be employed:

1. During school hours except where specifically permitted by Chapter 4109
2. Before 7 a.m. or after 9 p.m. from June 1st to September 1st or during any school holiday of 5 school days or more; or after 7 p.m. at any other time
3. For more than 3 hours a day in any school day
4. For more than 18 hours in any school week
5. For more than 8 hours in any day when school is not in session
6. For more than 40 hours in any week that school is not in session nor during school hours, unless employment is incidental to bona fide programs of vocational cooperative training, work-study, or other work-oriented programs with the purpose of educating students, and the program meets standards established by the state board of education.

RESTRICTIONS ON WORKING HOURS FOR MINORS 16 and 17 YEARS OF AGE

No person 16 or 17 who is required to attend school shall be employed:

1. Before 7 a.m. on any day that school is in session or 6 a.m. if the person was not employed after 8 p.m. the previous night
2. After 11 p.m. on any night preceding a day that school is in session.

PROHIBITED OCCUPATIONS FOR MINORS UNDER 16 YEARS OF AGE

1. All manufacturing; mining; processing; public messenger service
2. Work in freezers and meat coolers and all preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing and stocking)
3. Transportation; storage; communications; public utilities; construction; repair
4. Work in boiler or engine rooms; maintenance or repair of machinery
5. Outside window washing from window sills or scaffolding and/or ladders
6. Cooking and baking; operating, setting up, adjusting, cleaning, oiling or repairing power-driven food slicers, grinders, food choppers, cutters, bakery type mixers
7. Loading or unloading goods to and from trucks
8. All warehouse work except office and clerical
9. Work in connection with cars and trucks involving the use of pits, racks or lifting apparatus or involving the inflation of any tire mounted on a rim equipped with a removable retaining ring.

PROHIBITED OCCUPATIONS FOR MINORS 14 through 17 YEARS OF AGE

- | | |
|---|--|
| 1. Occupations involving slaughtering, meat-packing, processing or rendering | 10. Power-driven woodworking machines |
| 2. Power-driven bakery machines | 11. Coal mines |
| 3. Occupations involved in the manufacture of brick, tile and kindred products | 12. Occupations in connection with mining, other than coal |
| 4. Occupations involved in the manufacture of chemicals | 13. Logging and sawmilling |
| 5. Manufacturing or storage occupations involving explosives | 14. Motor vehicle occupations |
| 6. Occupations involving exposure to radioactive substances and to ionizing radiations | 15. Maritime and longshoreman occupations |
| 7. Power-driven paper products machines | 16. Railroads |
| 8. Power-driven metal forming, punching and shearing machines | 17. Excavation operations |
| 9. Occupations involved in the operation of power-driven circular saws, band saws and guillotine shears | 18. Power-driven and hoisting apparatus |
| | 19. Roofing operations |
| | 20. Wrecking, demolition, and shipbreaking. |

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

The for-profit employer is REGISTERED with the Ohio Department of Commerce. DOOR-TO-DOOR SALES EMPLOYERS SHALL:

1. Be in compliance with all applicable Ohio and Federal laws relating to the employment of minors
2. Provide at least one supervisor who is over the age of eighteen, for each six minor employees
3. Have been and be in compliance with Ohio's Motor Vehicle Financial Responsibility, Workers' Compensation, Unemployment Compensation, and all other applicable laws
4. Require all minors to work at least in pairs
5. Not employ any minor who does not have an appropriate Age and Schooling Certificate
6. Provide each minor employee with a photo identification card
7. Not employ any minor in any door-to-door sales activity during school hours except where specifically permitted
8. Not employ minors under 16 in door-to-door sales activity before 7 a.m. or after 7 p.m.
9. Not employ minors 16 and 17 years of age in door-to-door sales activity before 7 a.m. or after 8 p.m.

***For Exceptions to Coverage See Chapter 4109.06**

This is a summary of ORC 4109. This summary does not include all of the requirements for minor labor laws. Persons should refer to 4109 for specific requirements applicable to them. This information can be accessed through the Ohio Department of Commerce website at www.com.ohio.gov.

POST IN A CONSPICUOUS PLACE

For further information about Minor Labor issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance & Labor, 6606 Tussing Road, Reynoldsburg, OH 43068 Phone: 614-644-2239. TTY/TDD: 800-750-0750. An Equal Opportunity Employer and Service Provider (REV. 9/13/16)



NOTICE TO EMPLOYEES

THIS EMPLOYER PROVIDES UNEMPLOYMENT INSURANCE COVERAGE FOR EMPLOYEES

Employees who become unemployed (or are working less than full-time) may be eligible for unemployment insurance benefits.

Apply by phone at 1-877-644-6562 (OHIOJOB) or
online at <http://unemployment.ohio.gov>

Be prepared to provide the following information when applying:

- Social Security number
- Driver's license or State ID number
- Names, Social Security numbers, and dates of birth of all dependent children
- Employer's identification notice (pay stubs or W2 form)
- Name and address of all other employers for whom work was performed during the past 18 months

APPLY FOR WORK AT YOUR NEAREST OHIO MEANS JOBS CENTER

Mike DeWine
Governor

Ohio | Department of
Job and Family Services

Matt Damschroder
Director

JFS 55341 (Rev. 10/2021)

This institution is an equal opportunity provider and employer.

A proud partner of the American Job Center network.

Auxiliary aids and services are available upon request to individuals with disabilities.

OH05E



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(800) 801-0597

www.laborlawcc.com



OHIO BUREAU OF WORKERS' COMPENSATION

REQUIRED POSTING

Effective October 13, 2004, Section 4123.54 of the Ohio Revised Code requires notice of rebuttable presumption. Rebuttable presumption means that an employee may dispute or prove untrue the presumption (or belief) that alcohol or a controlled substance not prescribed by the employee's physician is the proximate cause (main reason) of the work-related injury.

The burden of proof is on the employee to prove that the presence of alcohol or a controlled substance was not the proximate cause of the work-related injury. An employee who tests positive or refuses to submit to chemical testing may be disqualified for compensation and benefits under the Workers' Compensation Act.

THIS LANGUAGE MUST BE POSTED WITH THE CERTIFICATE OF COVERAGE



Safety and Health Protection on the Job It's The Law!

The Public Employment Risk Reduction Act ensures safe and healthy working conditions for Ohio's public employees.

Public employers shall provide a place of employment free from recognized hazards and be in compliance with the Public Employment Risk Reduction Program (PERRP) occupational safety and health standards, rules and regulations.

Public employees shall comply with the PERRP occupational safety and health standards, rules and regulations.

Complaints

- Any public employee or employee representative has the right to file a complaint with PERRP via fax or letter that describes unsafe or unhealthy conditions in his/her workplace. Names of public employees filing complaints will be kept confidential.

Refusal to Work

- A public employee acting in good faith has the right to refuse to work under conditions he or she reasonably believes present an imminent danger of death or serious harm. This applies if the condition does not normally exist or is not reasonably expected to occur during the course of the employee's regular duties. A public employee who refuses to work under such conditions **must** follow these steps.
 - Notify his or her immediate supervisor that the condition poses imminent danger.
 - Submit a written statement of the imminent danger to PERRP as soon as practical.

There is, however, no right under the PERRP Act for an employee to refuse to work, unless the danger is one that a reasonable person under the circumstances would conclude an imminent danger exists.

Enforcement

- PERRP investigates job sites for unsafe and unhealthy conditions and practices at the request of a public employee, public employee representative or public employer.
- It issues citations requiring public employers to correct safety and health violations.
- A PERRP investigator may privately question a representative sample of employees and management about safety and health conditions in the workplace.

Citations

- If the investigation verifies a violation, PERRP will issue a citation. The public employer must then prominently post this citation in a conspicuous place where they customarily post such notices to their employees.

Reporting Fatalities/Multiple Hospitalizations

- A public employer must contact PERRP *within eight hours* of:
 - Death of any employee from a work-related incident;
 - Inpatient hospitalization of three or more employees from a single work-related incident.

Access to Records

- Employees have the right to copies of their medical records, and records of their exposures to toxic and harmful substances or conditions.

Discrimination

- Employers cannot discharge or otherwise discriminate against employees in any manner for filing a complaint or instituting any provision of the Act. Employees or their representatives may file discrimination complaints with the State Personnel Board of Review within 60 days of the discriminatory act.

Recordkeeping

- Public employers are required to maintain a PERRP 300P Log of injuries and illnesses.
- Public employers are required to submit a PERRP 300AP Summary of Work-Related Injuries and Illnesses to PERRP by Feb. 1 for the previous calendar year.
- Public employers must keep separate records for each establishment. On Feb. 1 of each year, the employer must post the PERRP 300AP at each establishment through April 30.

For More Information Contact:

Public Employment Risk Reduction Program (PERRP)
13430 Yarmouth Drive
Pickerington, Ohio 43147
Phone: 800-671-6858

Hearing Impaired: TTY/TDD 1-800-750-0750
Fax: 614-621-5754
www.bwc.ohio.gov

Under provisions of Rule 4167-4-01 of the Ohio Administrative Code, public employers must post this notice (or facsimile) in a conspicuous place where they customarily post such notices to their employees. Minimum reproduction size of this poster is 8 ½ x 14 inches. Alternatively, employers can give a copy of this notice to each employee at the time of hiring and at least annually thereafter.



Help for Victims of Abuse

Changing Attitudes
Changing Lives



No one deserves to be abused. If this is happening to you, it is not your fault. Help is available by calling any of the phone numbers listed on this card. Remember that you are not alone.

Here's How to Protect Yourself

- If you are in an emergency situation, call 911.
- Talk to a friend, neighbor, clergy person, family member, or doctor – they can be a good source of support and help.
- Make a plan in case you decide to leave. Set aside some cash, important documents, (birth certificates, social security cards, immigration papers, passports, medical insurance cards, any documentation of abuse, etc.), a spare set of keys, and a change of clothes that you can access easily in a crisis situation.
- Contact community resources to find out how they can help. They can assist you if you need a place to stay or need help taking legal action against the person who is abusing you.
- If you are thinking about leaving, do not inform the abuser/batterer.
- Be aware that the abuser/batterer can use technology to monitor your activities (cell phone, text messages, computer, Internet Web sites, GPS, etc.) www.nnedv.org/resources/safetynetdocs.html
- Trust your instincts.

Here's How to Help Others

To help someone who is being abused:

- Plan what you want to say, determine a good time and private place to talk alone.
- Ask questions like "How can I help you? What do you want to do about the situation?" Listen without judgment. Do not moralize or criticize. Give the victim plenty of time to answer.
- Don't say "Just get out" – it is not a safe piece of advice.
- Let the victim know that you believe that verbal, emotional or physical abuse in a relationship is never acceptable and not the victim's fault.

- Provide the victim with information about local resources that can help.

To help a child who is being abused:

- Report your suspicions of child abuse to Children's Services.
- Link the child to a safe adult and contact ChildHelp USA.

To help someone who is a batterer:

- Contact the Ohio Domestic Violence Network for program referral.

Phone Numbers

EMERGENCY 911
Ohio Employee Assistance Program..... 800-221-6327
United Behavioral Health 24hr Hotline..... 800-852-1091

Services for Children & Teens:

Child Help USA 800-4-A-CHILD
CHOICES, 24hr crisis/shelter 614-224-4663
National Runaway Hotline 800-621-4000 (TTY 800-621-0394)
National Teen Dating Abuse Hotline 866-331-9474 (TTY 866-331-8453)
Ohio Youth Advocate Program 614-487-8758
Public Children Services Assoc. of Ohio 614-224-5802

Services for Adult Victims:

Action Ohio Coalition for Battered Women..... 888-622-9315
Beit Ohr (Contact Mike Broidy) 614-449-4200
BRAVO (LGBT Services) 866-862-7286
CHOICES, 24hr crisis/shelter 614-224-4663
Natl. Domestic Violence Hotline..... 800-799-7233 (TTY 800-787-3224)
Office of Criminal Justice Services,
Family Violence Prevention Center..... 888-448-4842
Ohio Domestic Violence Network 800-934-9840
Rape, Abuse & Incest National Network (RAINN) 800-656-HOPE
Sexual Assault Response Network
of Central Ohio (SARNCO)..... 614-267-7020

Legal Resources:

Capital University Family Advocacy Clinic..... 614-236-6779
City Prosecutor's Office 614-645-7483
Franklin Co. Prosecutor's Office 614-462-3555
Legal Aid Society of Columbus..... 614-224-8374
Ohio State Legal Services Association..... 866-LAW-OHIO

Other Programs & Services:

ASHA Ray of Hope (South Asian Community)..... 614-326-2121
Crisis Line 614-565-2918
Asian American Community Resources 614-220-4023
Ohio AG Crime Victim Services 800-582-2877
Ohio Hispanic Coalition..... 614-840-9934
Shalom Task Force..... 888-883-2323

Web sites

Ohio Organizations and Resources:

ASHA Ray of Hope www.asharayofhope.org
Asian American Community Resources www.aacsohio.org
Columbus Coalition Against Family Violence..... www.ccafv.org
Office of Criminal Justice Services,
Family Violence Prevention Center..... www.fvpc.ohio.gov
Ohio Domestic Violence Network..... www.ODVN.org
Public Children Services Association of Ohio..... www.pcsao.org

National Resources:

ChildHelp USA www.childhelp.org
The Family Violence Prevention Fund..... www.endabuse.org
National Coalition Against Domestic Violence..... www.ncadv.org
National Domestic Violence Hotline www.ndvh.org
Rape, Abuse & Incest National Network..... www.rainn.org



ATTENTION EMPLOYER

The “Workers’ Compensation Fund” poster for the state of Ohio is distributed only after you have obtained workers’ compensation insurance.

To obtain an application for workers’ compensation insurance call:

The Ohio Bureau of Workers’ Compensation
1-800-644-6292

Or online at:

www.bwc.state.oh.us

