This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under investigation, proceeding or hearing.

Ohio law prohibits retaliation against any person because that person has opposed any unlawful discriminatory

Ohio law prohibits harassment in the workplace on any basis set forth herein, which includes the creation of a racially

in hiring, promotion, tenure, discharge, pay, fringe benefits, job training, classification, referral, terms, conditions and privileges of employment, or any other matter

The Ohio Civil Rights Act

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

1. An employer shall pay an employee for overtime at a wage rate of one and one-half times the employee's wage

OVERTIME

"Current Federal Minimum Wage"

who gross less than $372,000 shall pay their employees no less than the current federal minimum wage rate.

conditions may claim a partial wage credit based on

the employer's cash wage of at least $2.13 per hour do

military, mining, non-hazardous jobs with certain work hours

the death or serious injury of any minor employee, and

also be assessed for violations of the FLSA’s child labor

be assessed civil money penalties for each willful or

whom we refer to as “child labor provisions.”

employees. The FLSA requires most employers to determine a child labor

ENFORCEMENT

In the event of a violation, upon or after notice and opportunity for hearing in a civil proceeding, the

The Ohio Department of Commerce, the Department of Justice or the Office of Special Counsel, as applicable, for representation.

For additional information, visit the Department of Labor websites.

DEPARTMENT

www.dol.gov/whd

END OF MINOR LABOR LAWS

This poster may be taken to a Labor Department office or the nearest OSHA Office for inspection. The local OSHA Office will either

to the Ohio Department of Commerce, the U.S. Department of Labor, or the Federal Government.

outside employment. Unless the employee voluntarily left his or her employment, the employer shall reemploy the employee within

fsb

enforcement of the FLSA and regulations promulgated thereunder. The Ohio Department of Commerce is responsible for

by the provisions of the federal law, or otherwise a conviction of any violation of any child labor

Relief is available to a person who is subjected to discrimination.

Job Safety and Health

IT'S THE LAW!

All workers have the right to:

• safe workplaces.
• raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
• receive information and training on job hazards, including hazardous substances in your workplace.
• request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthful working conditions that pose a serious risk to health and safety.
• participate in or be represented by an OSHA inspection and speak privately to the inspector.
• file a complaint with OSHA within 30 days of the alleged violation. If you have been retaliated against for trying your rights, you may file a complaint with OSHA within six months of the incident.
• receive an OSHA citation and order to appear, or the citation may be issued administratively.
• receive copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness logs.

Employees must:

• provide employers with a workplace free from recognized hazards. It is illegal to retaliate against an employer for using any of your rights under the law, including raising a health or safety concern with you or with OSHA, or reporting a workplace injury or illness.
• comply with applicable OSHA standards.
• notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related hospitalization, amputation, or loss of an eye.
• provide required training to all workers in a workplace language and vocabulary they can understand.
• promptly display the workplace poster.
• post OSHA citations at or near the place of the alleged violation.

Contact OSHA. We can help.

1-800-321-OSHA (6742) • 1-877-889-3171 • www.osha.gov