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**House of Representatives Commerce and Labor Committee  
Senate Concurrent Resolution 3 — Sponsor Testimony  
Wednesday, June 11, 2025**

Chairman Johnson, Vice Chair Lear, Ranking Member McNally, and members of the House of Representatives Commerce and Labor Committee, thank you for the opportunity to present sponsor testimony on Senate Concurrent Resolution 3.

Senate Concurrent Resolution 3 urges Congress to expand hours that 14- and 15-year-olds can work until 9 PM year-round as long as they have parental consent and school approval.

Doing so will encourage kids to further develop good working skills and help employers across Ohio with their staffing challenges. This resolution also works in conjunction with my Senate Bill 50, which would make this same change in Ohio, and ensure harmony between our state's code and the federal Fair Labor Standards Act.

Currently, federal and state law prohibit 14–15-year-olds to be employed past 9 PM during the summer, and past 7 PM during the school year. In order to help our small businesses that struggled to find adequate staffing during the pandemic and encourage kids to learn good work habits, a local chamber of commerce proposed that we permit these 14- and 15-year-olds to work until 9 PM year-round as long as their parents' consent.

Let's be clear . . . this resolution and Senate Bill 50 reinforce the guardrails protecting 14- and 15-year-olds that are already in code. Ohio law says 14- and 15-year-olds may not work between 9:00 pm and 7:00 am, and no more than 3 hours a day during school session. These rules will stay in place.

Additionally, 14- and 15-year-olds cannot work more than 18 hours per week while school is in session. The parent or guardian and school must also sign off on the work permit before a 14- and 15-year-old starts employment.

These guardrails do not change under Senate Concurrent Resolution 3 or Senate Bill 50.

According to the United States Department of Labor, thirteen states currently allow youth under the age of 16 to work until at least 9 p.m. year-round for most non-farm employment opportunities that earn less than \$500,000 per year and do not engage in interstate commerce.

Additionally, in a moment I will speak on how this change would impact the State of Ohio through Senate Bill 50.

Thank you once again Chairman Johnson and members of the committee for the opportunity to present this legislation to you today. I will be glad to answer any questions at this time.