



October 8, 2025

Representative Mark Johnson  
Chair, Commerce and Labor Committee  
Ohio House of Representatives  
77 South High Street  
Columbus, OH 43215

Chair Johnson,

On behalf of NFIB's nearly 21,000 members in Ohio, thank you for the opportunity to support Senate Bill 50, which will allow 14- and 15-year-olds to work until 9 p.m. at any time of the year, with approval from their parent or legal guardian. Our members' inability to fill workplace vacancies remains a top concern, and Senate Bill 50 may help address some of the workforce challenges facing small businesses.

For reference, NFIB is a small business trade association founded over 80 years ago that is dedicated to representing the interests of small and independent businesses across our state and nation. NFIB's mission is to promote the right of our members to own, operate and grow their businesses. NFIB members come from all industry sectors and each of the 88 counties across Ohio. Our average member has 15 or fewer employees and has less than \$2 million in annual gross receipts.

In the most recent NFIB Jobs Report, 58% of our members indicate they are hiring or attempting to hire, and 32% report job openings that are hard to fill<sup>1</sup>. This legislation is a reasonable, and practical solution to one small part of our workforce challenges. Most importantly, however, this bill will allow younger individuals to hone and enhance valuable employment skills that will set them up for continued success and do so with more flexibility to fit their schedules. This bill does not increase the number of hours a 14- or 15-year-old may work, it simply allows for a longer timeframe in which to work the current number of permitted hours. Currently, this age group may work until 9pm from June 1 to September 1, and this legislation will extend this permission to all year.

A crucial component of this legislation is parental consent. Parents must agree and sign a minor work hour notification form (a newly created document under the bill) to allow their son or daughter to work additional hours. This ensures the decision to work additional hours is made with agreement and sign off by the individual's parent or guardian. This form is required for the superintendent of a school district to issue an age and schooling certificate or work permit.

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<sup>1</sup> [NFIB-September-2025-Jobs-Report.pdf](#)



It is worth noting that Senate Bill 50 is limited in scope, as the Federal Fair Labor Standards Act (FLSA) governs many employers, and FLSA supersedes state law. However, for those employers not subject to the FLSA, it may be beneficial to their workforce needs.

On behalf of Ohio's small business community, thank you for the opportunity to support Senate Bill 50. If you have any questions or would like additional information, please don't hesitate to contact me at (614) 221-4107 or via email at [Jared.Weiser@NFIB.org](mailto:Jared.Weiser@NFIB.org).

Respectfully,

A handwritten signature in black ink on a light yellow background. The signature is cursive and appears to read "Jared Weiser".

**Jared K. Weiser**  
Ohio State Director