

**As Reported by the Senate Workforce Development Committee**

**136th General Assembly**

**Regular Session**

**2025-2026**

**S. C. R. No. 3**

**Senator Schaffer**

**Cosponsors: Senators Reineke, Lang, Wilkin, Huffman**

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**A CONCURRENT RESOLUTION**

To urge Congress to make changes to the Fair Labor 1  
Standards Act to allow a person under 16 years of age 2  
to be employed between 7 p.m. and 9 p.m. during the 3  
school year. 4

**BE IT RESOLVED BY THE SENATE OF THE STATE OF OHIO (THE HOUSE OF  
REPRESENTATIVES CONCURRING):**

WHEREAS, The United States lost over 22 million jobs and 5  
had an unemployment rate of 14.8% in April 2020, as a result of 6  
the COVID-19 pandemic, the highest observed unemployment rate 7  
since data collection began in 1948; and 8

WHEREAS, Employers are still experiencing a shortage of 9  
workers to fill the eight million currently available positions, 10  
despite the economy recovering jobs that were lost because of 11  
the COVID-19 pandemic; and 12

WHEREAS, Teenage workers are becoming a larger portion of 13  
the United States workforce, with an unemployment rate of 13.2% 14  
in November 2024; and 15

WHEREAS, Business owners have had to adjust their 16  
operations in response to the ongoing labor shortage, including 17  
decreasing their open hours; and 18

WHEREAS, Business owners could more quickly return to 19  
regular operations, including resuming their usual open hours, 20  
by being able to hire the necessary staff to meet their 21  
operating needs; and 22

WHEREAS, The Fair Labor Standards Act and Ohio law permits 23  
a person under 16 years of age to work until 9 p.m. during 24  
summer months or other school holidays; and 25

WHEREAS, Extending the hours which a person under 16 years 26  
of age may work during the school year allows business owners to 27  
hire the staff required for the business to resume operating 28  
during its usual hours of operation; and 29

WHEREAS, Local economic growth results when more people are 30  
employed and earn wages to spend on goods and services produced 31  
by businesses within the local area, which in turn requires 32  
businesses to hire more workers to meet the increased demand; 33  
now therefore be it 34

RESOLVED, That we, the members of the 136th General 35  
Assembly of the State of Ohio, urge the Congress of the United 36  
States to make changes to the Fair Labor Standards Act to allow 37  
a person under 16 years of age to be employed between 7 p.m. and 38  
9 p.m. during the school year if the person has approval to do 39  
so from the person's parent or legal guardian; and be it further 40

RESOLVED, That the Clerk of the Senate transmit duly 41  
authenticated copies of this resolution to the President Pro 42  
Tempore and Secretary of the United States Senate, the Speaker 43  
and Clerk of the United States House of Representatives, the 44  
members of the Ohio Congressional delegation, and the news media 45  
of Ohio. 46