As Reported by the House Commerce and Labor Committee

136th General Assembly Regular Session 2025-2026

S. C. R. No. 3

Senator Schaffer

Cosponsors: Senators Reineke, Lang, Wilkin, Huffman, Brenner, Cirino, Gavarone, Johnson, O'Brien, Patton, Reynolds, Roegner, Romanchuk, Wilson

A CONCURRENT RESOLUTION

Го	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	
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	
decreasing their open hours; and	

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