

What?

In Ohio, Working Papers are required for minors prior to employment. Rally house needs to have these permits to provide proof of work eligibility.

Who?

Any person less than the age of 18 who has not obtained a high school diploma or its equivalent is classified as a Minor. Permits are not required for anyone over 18 or for those who have graduated from high school, regardless of age. During the Summer months, only those under the age of 16 need a work permit.

When?

Minors must have a work permit before they can work any shift. Work permits should be uploaded before/on their first day (included in onboarding).

Why?

This document ensures that the minor is not underage and fit to complete job duties while in school.

How?

Permits are given to minors by their school district. During the Summer months, a school issued work permit is not required for those 16 and 17 however they are required to have a signed statement from their parent or guardian consenting to their proposed employment.

Two documents are required to in their workday file:

- Proof of age (passport or birth certificate uploaded on a workday).
- Permit/consent (Email to onboarding if not completed in the onboarding task)

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[link for summer authorization document in zipline](#)

Work hour restrictions: There aren't any hour restrictions for 16–17-year-olds when school is not in session; however, during the school year minors cannot work past 11pm on a day that precedes a school day.