



# OHIO LEGISLATIVE SERVICE COMMISSION

## Sub. Bill Comparative Synopsis

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### Sub. H.B. 551

132nd General Assembly

(H. Economic Development, Commerce & Labor)

This table summarizes how the latest substitute version of the bill differs from the immediately preceding version. It addresses only the topics on which the two versions differ substantively. It does not list topics on which the two bills are substantively the same.

Topic	Previous Version (As Introduced)	Sub. Version (L_132_2141-2)
<b>Construction and Manufacturing Mentorship Program</b>	<p>No provision.</p> <p>Requires an employer to provide a 16- or 17-year old minor employed in a construction or manufacturing occupation with the training specified in the bill before the minor can engage in any workplace activity (<i>R.C. 4109.22(B)</i>).</p>	<p>Creates the Construction and Manufacturing Mentorship Program to expose minors who are 16- or 17-years old to construction and manufacturing occupations in Ohio through temporary employment with an employer.</p> <p>Eliminates the proposed requirement and instead requires an employer employing a minor under the Mentorship Program to do all of the following:</p> <ul style="list-style-type: none"> <li>• Determine the duration of the minor's employment;</li> <li>• Assign a mentor to provide direct and close supervision to the minor while the minor is engaged in any workplace activity;</li> <li>• Provide the minor with the bill's specified training;</li> </ul>

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		<ul style="list-style-type: none"> <li>• Encourage the minor to participate in a career-technical education program after the minor's employment ends;</li> <li>• Comply with all applicable state and federal laws and regulations relating to the employment of minors. (R.C. 4109.22(B)(1).)</li> </ul>
<b>Liability</b>	No provision.	Specifies that the mentor an employer assigns to a minor is liable for the minor during the minor's employment with the employer (R.C. 4109.22(B)(2)).
<b>Construction occupation</b>	Defines "construction occupation" as employment consisting of the construction, reconstruction, enlargement, alteration, repair, remodeling, renovation, demolition, or painting of a building or other structure, road, bridge, or other work, and includes preparing a site for new construction (R.C. 4109.22(A)).	Same, except the definition does not include a road, bridge, or other work (R.C. 4109.22(A)).
<b>Hazardous occupations</b>	Prohibits the Director of Commerce from adopting any rule prohibiting a 16- or 17-year old minor who receives the training prescribed in the bill from being employed in a construction or manufacturing occupation if the minor's employment in the occupation is permitted under federal law (R.C. 4109.05 and 4109.22(D)).	Prohibits the Director from adopting rules that prohibit a minor employed by an employer under the Mentorship Program from engaging in those occupations (R.C. 4109.05 and 4109.22(E)).

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<b>Use of tools</b>	Requires the Director to specify a list of tools that a 16- or 17-year old minor who has completed the training prescribed in the bill may operate during the minor's employment in a construction or manufacturing occupation. Prohibits an employer from either (1) permitting a 16- or 17-year old minor from operating a tool described above unless the minor has completed the bill's training, or (2) permitting a minor who has completed the training from operating a tool prohibited for use by minors of that age under federal and state law. (R.C. 4109.22(C) and (E).)	Allows only minors participating in the Mentorship Program to use the specified tools and prohibits minors participating in the Mentorship Program from using tools that are prohibited for use by minors of that age under federal and state law (R.C. 4109.22(D) and (F)).