Employment, Labor, and Professional Regulations

H.B. 246

Primary Sponsors: Reps. Swearingen and Fischer

Effective date: March 20, 2026

Nonresidential construction hiring and retention requirements

- Requires a nonresidential construction contractor, subcontractor, or labor broker to verify each new employee's work eligibility through the federal E-Verify program (which is a program that helps an employer to determine the eligibility of its employees to work in the U.S.).
- Requires a nonresidential construction contractor, subcontractor, or labor broker to keep a record of the verification for the duration of the employee's employment or three years, whichever is longer.
- Requires a nonresidential construction contractor, subcontractor, or labor broker to terminate an employee's employment after receiving a notice of final nonconfirmation for that individual from the E-Verify program.

Investigations and enforcement

- Requires the Attorney General to investigate alleged violations of the act's requirements when a written complaint includes sufficient facts to reasonably conclude that a violation may have occurred.
- Requires, after an investigation, the Attorney General to issue a notice of violation against a nonresidential construction contractor, subcontractor, or labor broker when there is reasonable evidence the contractor, subcontractor, or labor broker has violated the act.
- Allows a contractor, subcontractor, or labor broker issued a notice of violation to request a hearing before the Director of Commerce, or a designee, conducted in accordance with the Administrative Procedure Act.
- Makes a notice of violation an enforceable order against a contractor, subcontractor, or labor broker if the contractor, subcontractor, or labor broker fails to respond to the notice within an allotted time.
- Requires the Attorney General to sue in a court of common pleas when a contractor, subcontractor, or labor broker does not comply with an enforceable order within 30 days.
- Requires a court to fine a violator and disqualify the violator from participation in state contracts for a period up to two years.
- Requires a court, after determining in an enforcement lawsuit that a contractor, subcontractor, or labor broker knowingly employed an unauthorized alien, to suspend or

revoke a license held by the contractor, subcontractor, or labor broker specific to the business location where the work was performed or a general license necessary for the conduct of business.

Other provisions

- Requires the Attorney General to conduct periodic reviews to ensure state agencies include provisions that comply with the act's requirements in their nonresidential construction contracts.
- Requires a state agency that fails to include provisions that comply with the act in a nonresidential construction contract to submit future proposed contracts to the Director of Administrative Services to be reviewed for compliance.
- Creates the E-Verify Enforcement Fund to be used by the Attorney General for the act's enforcement.
- Names the act the E-Verify Workforce Integrity Act.

H.B. 440

Primary Sponsors: Reps. Deeter and Stewart

Effective date: Emergency: December 18, 2025

Board of Nursing criminal records checks

- Revises the law governing the Ohio Board of Nursing and criminal records checks, including by consolidating, in one statute, references to the types of individuals required to undergo Board-related checks.
- Specifically requires an individual, when requesting a criminal records check for Board of Nursing purposes, to submit one complete set of fingerprint impressions directly to the Superintendent of the Bureau of Criminal Identification and Investigation.
- Eliminates the Board of Nursing's authority to make the results of a criminal records check available to the representative of an individual subject to a Board-related check.
- Declares an emergency.

S.B. 33

Primary Sponsors: Sens. Wilson and Lang

Effective date: July 21, 2025

- Allows employers to post certain labor law notices on the internet.

S.B. 50

Primary Sponsor: Sen. Schaffer

Effective date: Vetoed

Minor employment hours

- Would have allowed a 14- or 15-year-old to be employed between 7:00 p.m. and 9:00 p.m. at any time of the year if the minor had approval to do so from a parent or legal guardian.
- Would have required a minor who wished to receive an age and schooling certificate (commonly referred to as a "work permit") to submit a minor work hour notification form signed by the child's parent or legal guardian.