

Ohio Overtime Pay

Ohio requires private employers to pay overtime as follows:

- Employees are entitled to overtime pay equal to 1 ½ times their regular rates of pay for work in excess of 40 hours per week, except for those employees who are specifically exempt by law including:
 - Those working in an executive, administrative, or professional capacity; and
 - Commissioned outside salespersons.
- An employer whose annual gross volume of sales is **less than \$150,000** is not required to pay its workers overtime for work in excess of 40 hours per week.

On March 30, 2022, Ohio [amended](#) its overtime pay laws by officially incorporating provisions of the federal [Portal-to-Portal Act](#) into state law. The Portal-to-Portal Act complements the federal Fair Labor Standards Act and provides that employers are not required to compensate employees for time they spend on activities that take place before or after their principal activities. The newly added provisions become effective on **July 6, 2022**. The provisions incorporated into state law (sections two and four of the Portal-to-Portal Act) indicate that employers are not required to pay overtime for time employees spend:

- Walking, riding or traveling to and from where they perform their principal employment activities;
- Performing activities that are preliminary to or postliminary to their principal employment activities; or
- Performing activities requiring insubstantial or insignificant periods of time beyond their scheduled working hours.

However, exceptions to the list above apply if employees engage in the activities during the regular workday or prescribed hours or at the specific direction of their employer; perform the activities pursuant to an express provision of a contract with the employer; or perform the activities pursuant to a custom or practice applicable to where the employee works and the custom or practice is not inconsistent with a contract.

More Information

Please contact the Ohio Department of Commerce, [Bureau of Wage & Hour Administration](#) for more information.

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the State Laws section. For more detailed information regarding state or local laws, please contact your state labor department or the appropriate local government agency.