

## Employment, Labor, and Professional Regulations

### H.B. 106

**Primary Sponsors:** Reps. Jarrells and Lipps

**Effective date:** April 9, 2025

- Requires an employer, on the employer's regular paydays, to provide each employee with a statement or access to a statement of the employee's earnings and deductions for the pay period.
- Requires an employer who does not provide the statement or access to the statement at the required time to provide the statement not later than ten days after receiving an employee's request for the statement.
- Permits an employee who does not receive the requested statement within ten days of requesting it to report the violation to the Director of Commerce, who must notify the employer in writing of the violation.
- Requires the employer, if an employer receives a notice from the Director, to post the notice or a copy of it in a conspicuous place on the employer's premises for ten days.

### H.B. 158

**Primary Sponsors:** Reps. Roemer and M. Miller

**Effective date:** October 24, 2024

## Cosmetology and barber licensing

### School licenses

- Replaces the barber school license and school of cosmetology license with a single school license.
- Establishes the requirements for a school license that are similar to the former requirements for a barber school or school of cosmetology license.
- Allows a school to employ individuals who are not licensed barber instructors to teach subjects related to business and management.
- Allows an applicant meeting the act's requirements to renew an expired barber school or school of cosmetology license as a school license, and extends the term for a barber school license set to expire on August 31, 2026, until January 31, 2027.

### Disciplinary actions

- Modifies the reasons for which the State Cosmetology and Barber Board may take disciplinary action against a person for a violation of the Barber Law.

- Changes the amount of a fine the Board may impose for a violation of the Barber Law, and requires the Board to certify a fine that remains unpaid for 91 days to the Attorney General for collection.
- Allows the Board to enter into a consent agreement with a license holder in lieu of an adjudication under the Barber Law.
- Makes it permissive, rather than mandatory, for the Board to report to a prosecuting officer violations of the Cosmetology Law governing unauthorized practice, and authorizes the Board to report other violations of the Barber Law to a prosecuting officer.

### **Barber licensing**

- Modifies the requirements for a barber license by reducing the minimum age from 18 to 16 and adding that an applicant must submit certain documentation, including a photograph and biometric fingerprint scan, with the license application.
- Eliminates the statutory 75% passing score for barber examinations, and instead requires the Board to adopt rules specifying the passing score, which cannot exceed 75%.
- Eliminates waiting periods to retake parts of an examination and the additional study required in certain circumstances.
- Establishes a fee of not more than \$100 to take an examination that the applicant previously applied to take but failed to appear.
- Requires the Board to issue a temporary pre-examination work permit to practice barbering to an individual who applies for and is eligible to take the barber license examination if the individual meets certain conditions.
- Changes the “barber teacher” and “assistant barber teacher” licenses to “barber instructor” and “assistant barber instructor” licenses, and modifies the requirements for the licenses.
- Makes permissive, rather than mandatory, that the Board adopt rules establishing a continuing education requirement to renew a barber, barber instructor, or assistant barber instructor license.
- Allows an individual licensed in another country to teach the theory and practice of barbering to apply for a barber instructor or assistant barber instructor license.
- Establishes a fee of not more than \$150 for issuing or renewing an assistant barber instructor license.
- Expands the Board’s authority to develop procedures to classify as inactive a barber, barber instructor, or assistant barber instructor license.
- Requires that the holder of an expired barber instructor or assistant barber instructor license must pay a restoration fee to have the license restored.

- Establishes the fees to restore an expired assistant barber instructor license and increases the cap on the restoration fee for an expired barber license.
- Establishes that the statutory amount is the ceiling for a fee and makes other changes to the amount of fees charged under the Barber Law.
- Modifies the requirements for a barber shop license and specifies that the license is not transferrable from one owner to another or from one location to another.
- Prohibits an individual from providing massage therapy, cosmetic therapy, or any other professional service in a barber shop without a current, valid license or Board authorization.
- Expands the exemption from regulation under the Barber Law to include dentists, hospital and nursing home volunteers, nurse aides and other hospital or nursing home employees, massage therapists, and inmates who provide barbering services to other inmates.

### **Cosmetology licensing**

- Modifies the requirements for a cosmetology practicing license, advanced license, or instructor license.
- Eliminates the temporary work permit allowing an individual holding an inactive practicing, advanced, or cosmetology instructor license to practice or teach a branch of cosmetology.
- Removes requirements relating to education level and disclosing where an applicant is practicing for a boutique services registration.
- Removes, for purposes of renewing a cosmetology license or boutique services registration, the Board's authority to extend the period to complete continuing education requirements and charge a fine for that extension.
- Establishes civil penalties for violations of the Cosmetology Law relating to unlicensed practice and fraud and eliminates the criminal penalties for those violations.

### **Other changes**

- Permits any individual to file a confidential complaint with the Board alleging that an individual, salon, barber shop, school, or tanning facility has violated the Barber Law or Cosmetology Law or rules adopted under either law.
- Eliminates the requirement that an applicant for an independent contractor license hold either a barber shop or salon license and specifies the requirements the applicant must meet to receive the license.
- Removes the requirement that, to be issued a license by the Board, an applicant hold a license from a country that extends similar reciprocity to individuals holding a license the Board issues.

- Requires the holder of an expired barber, barber instructor, assistant barber instructor, or a practicing or advanced cosmetology license to complete continuing education requirements for ordinary license renewal to restore the license.
- Makes the fees charged by the Board under continuing law nonrefundable.
- Allows a license or registration holder to practice barbering or a branch of cosmetology on a dead human body at a funeral home or embalming facility.

### **Cosmetology Licensure Compact**

- Enters Ohio as a party to the Cosmetology Licensure Compact, the purpose of which is to facilitate the interstate practice and regulation of cosmetology and improve public access to and safety of cosmetology services.
- Requires Ohio to allow a cosmetologist licensed in another member state to practice in Ohio, subject to Ohio's laws and rules governing the practice of cosmetology.
- Requires the Board to appoint a member to the Cosmetology Licensure Compact Commission, a joint public agency created by the Compact to enforce the provisions and rules of the Compact.
- Requires Ohio to submit data regarding cosmetology licensees to the Commission's data system, including information related to licensure, adverse action, and the presence of investigative information.

### **For-profit hospitals – police officers**

- Extends the Secretary of State's authority to appoint and commission police officers for specified entities to for-profit hospitals that formerly were operated by a nonprofit hospital agency that employed police officers appointed by the Secretary of State.

## **H.B. 238**

**Primary Sponsors:** Reps. Fowler Arthur and Klopfenstein

**Effective date:** April 9, 2025; certain provisions effective January 1, 2026

### **Occupational regulation review**

- Expands the definition of "occupational licensing board" for purposes of the General Assembly's statutorily required review of those boards to include boards that issue certifications and business licenses that require an applicant to satisfy a personal qualification.
- Requires that an occupational licensing board be triggered to expire on December 31 of the sixth year after it was created or last renewed, rather than on that date or on December 31, 2024, whichever is later, as under former law.

- Expands the scope of the Legislative Service Commission's (LSC) statutorily required review of occupational regulations to include business licenses that require an applicant to satisfy a personal qualification.
- Clarifies that LSC must continue to issue reports regarding all occupations subject to regulation by the state, including business licenses that require the applicant to satisfy a personal qualification, after January 1, 2025.
- Renews for six years the occupational licensing boards reviewed this biennium by the General Assembly.
- Prohibits an occupational licensing board from adopting, providing, approving for credit, counting for credit, or requiring completion of continuing education curriculum or coursework, seminars, webinars, or online instruction that promote specified concepts related to protected class membership.

### **Accountancy Board**

- Beginning January 1, 2026, modifies the requirements a person must satisfy to receive a certified public accountant (CPA) certificate, and changes the standard a person must meet to sit for the CPA examination.
- Allows a CPA certified in another state whose principal place of business is not in Ohio to act as an Ohio CPA without an Ohio certificate, provided the person has obtained a bachelor's degree or higher, completed an educational program with an accounting concentration, and passed all parts of the Uniform CPA Examination.

### **Department of Agriculture**

- Eliminates the requirement that an agricultural commodity tester be certified by the Director of Agriculture and replaces it with a requirement that a tester both:
  - Successfully complete training based on a USDA manual on grain inspecting; and
  - Successfully complete three hours of continuing education every five years.
- Requires a licensed agricultural commodity handler to submit to the Director a list of individuals who complete the training and continuing education, and requires the Director to maintain the list along with records of the handler's license.
- Alters a licensure exemption under the auctioneers law for auctions conducted via an auction mediation company (e.g., eBay) by specifying that the exemption applies to all sales of personal property, provided certain buyer financial protections are met.
- Eliminates the following stipulations from the exemption:
  - That exempt sales are limited to \$10,000 per calendar year; and
  - That the person conducting the sale cannot receive any compensation for sales made on behalf of another person.

## **Architects Board**

- Prohibits the Architects Board from charging a fee to obtain an initial certificate of qualification to practice architecture.

## **Casino Control Commission**

- Caps the Ohio Casino Control Commission's application fee for the key employee license at no more than \$1,750.

## **Department of Commerce**

### **Division of Industrial Compliance**

- Extends the duration of a backflow technician certification from three years to five years.
- Establishes a \$75 fee for the five-year renewal, which was the fee for the three-year renewal.
- Reduces the application fee to take the examination for a boiler and pressure vessel inspector certification from \$150 to \$100.
- Caps the annual fee the Director of Commerce may charge for a certificate of competency or commission as a boiler and pressure vessel inspector at \$50.
- Reduces the application fee for a steam engineer, high pressure boiler operator, or low pressure boiler operator license from \$75 to \$25.
- Reduces the initial and renewal fee for a manufactured home installer's license from \$250 to \$150.

### **Division of Real Estate and Professional Licensing**

- Modifies the initial education requirement for an individual to become a licensed real estate broker.
- Eliminates the requirement that an applicant for a real estate broker license must complete at least two years of post-secondary education.
- Reduces the initial education required for an individual to become a licensed real estate salesperson from 120 hours in specified categories of instruction to 100 hours.
- Authorizes real estate brokers and salespersons to meet the specific topic-related education requirements for licensure by taking courses that are a part of a certificate program, not just a degree program, as under former law.
- Allows an institution with a certificate of registration from the State Board of Career Colleges and Schools to offer certificate programs to offer the pre-licensure education required for real estate brokers and salespersons.
- Requires, if an institution of higher education is approved by the Board to offer only certificate programs though distance education, that a prelicensure education course be

certified by the Association of Real Estate License Law Officials, the International Distance Education Certification Center, or another recognized certifying body.

- Extends the duration of a general real estate appraiser certificate, residential real estate appraiser license, residential real estate appraiser certificate, and real estate appraiser assistant registration from one to two years.
- Reduces the initial fee for a residential real estate appraiser certificate to an amount up to a maximum of \$300 over a two-year period from the former amount of up to a maximum of \$350 over a two-year period.
- Reduces the fee for a real estate appraiser assistant registration from a maximum of \$100 annually to a maximum of \$100 over a two-year period.
- Requires the Superintendent of Real Estate and Professional Licensing to establish a method by which a certificate holder, registrant, or licensee under the Real Estate Appraiser Law may electronically file the renewal application and pay the renewal fees.

### **State Cosmetology and Barber Board**

- Expands the services that a licensed natural hair stylist can provide to include arranging, dressing, pressing, curling, cutting, or singeing hair and styling wigs or hairpieces.
- Removes the requirement that an applicant for a boutique services registration have undergone formal training or an apprenticeship in boutique services.
- Eliminates the requirements that a boutique services registrant perform shampooing under a licensed individual's supervision and in preparation for a service from that individual.

### **Board of Nursing**

- Replaces the title "certified doula" with the title "state of Ohio certified doula" for the law prohibiting an individual from using such a title without holding a Board of Nursing-issued doula certificate.
- Requires the member of the Doula Advisory Group who represents the Board of Nursing to serve as the group's chairperson.
- Authorizes the Board of Nursing to display on its website the names of employers that employ nurses holding multistate licenses and have reported to the Board the number of those nurses that they employ.

### **Ohio Peace Officer Training Commission**

- Prohibits adopting administrative rules requiring jail support staff to obtain an occupational license.

### **Department of Public Safety**

- Extends the duration of private investigation and security licenses from one year to two years.

- Reduces the maximum fee for initial private investigation and security licenses from \$375 to \$200.

### **Bureau of Motor Vehicles**

- Eliminates the requirement that a motor vehicle salesperson be licensed to sell motor vehicles in Ohio.
- Eliminates the \$100 application fee for a salvage motor vehicle auction license.

### **State Racing Commission**

- Relocates and makes changes to the law governing the State Racing Commission's authority to issue licenses to persons involved in the horse racing industry.
- Lists each license to be issued and explicitly requires the Commission to adopt rules under the Administrative Procedure Act concerning the activities regulated under each license, the qualifications and other requirements to receive and maintain the license, and the annual fees.
- Eliminates certain licenses and reduces or eliminates fees for certain others.

### **Ohio Housing Finance Agency membership**

- Adds to the Ohio Housing Finance Agency four nonvoting members: two members of the Senate (one from each party), and two members of the House (one from each party), to be appointed by the Senate President and the Speaker of the House, respectively.

### **Boards and commissions – sunset review**

- Abolishes or renews various agencies that are subject to expiration under Sunset Review Law.
- Requires the Early Childhood Advisory Council to assume the responsibilities of the abolished Child Care Advisory Council.
- Abolishes the Board of Directors of the Ohio Health Reinsurance Program, and repeals various healthcare programs, which have been under suspension since 2014 following the enactment of the federal Affordable Care Act (ACA).
- Abolishes the Supervisory Investigative Panel of the State Dental Board, by name and requires the Secretary and Vice-Secretary of the Board to continue the panel's supervisory functions.
- Requires the State Dental Board to elect a vice-president from among its members.
- Exempts certain agencies from future review and expiration under Sunset Review Law.
- Renames the Environmental Education Council the Ohio Environmental Education Fund Advisory Council.



- Abolishes the Director of Health’s Advisory Group on Violent Deaths and requires the Director to prepare and publish an annual report summarizing the activities of the Ohio violent death reporting system.
- Abolishes the Ohio Medical Quality Foundation on January 1, 2026, and requires the Treasurer of State to assume the contractual duties of the Foundation and its trustees.

## **S.B. 28**

**Primary Sponsor:** Sen. Roegner

**Effective Date:** October 24, 2024

- Enters Ohio into the Physician Assistant Licensure Compact to enhance the portability of physician assistant licenses through a process that complements the authority of the State Medical Board to license and discipline Ohio-licensed physician assistants.
- As a member of the Compact, requires Ohio to extend the privilege to practice to a physician assistant who is licensed in another state participating in the Compact, subject to Ohio’s laws and rules governing physician assistants.
- Requires Ohio to submit data regarding physician assistant licensees to the Physician Assistant Licensure Compact Commission’s data system, including information related to identification, examination, licensure, investigations, and adverse action.
- Revises the law governing the practice and certification of medication aides.
- Removes a restriction that obtaining a limited license to practice veterinary medicine is available only to nonresidents.

## **S.B. 40**

**Primary Sponsor:** Sen. Roegner

**Effective date:** Sections pertaining to the Dentist and Dental Hygienist Compact effective January 1, 2025; sections pertaining to insurance coverage of dental care services effective October 24, 2024

### **Dentist and Dental Hygienist Compact**

- Enters Ohio as a party to the Dentist and Dental Hygienist Compact, the purpose of which is to facilitate the interstate practice of dentistry and dental hygiene and improve public access to dentistry and dental hygiene services.
- As a member of the Compact, requires Ohio to allow a dentist or dental hygienist licensed in another participating state to practice in Ohio, subject to Ohio’s laws and rules governing the practice of dentistry and dental hygiene.
- Requires Ohio to submit data regarding dentist and dental hygienist licensees to the Commission’s data system, including information related to licensure, adverse action, and the presence of significant investigative information.

- Requires the Board to issue a report assessing the impact of Ohio having entered into the Compact five years after the Compact takes effect.

### **Insurance coverage of dental care services**

- Requires health plan issuers to notify covered persons that they may incur out-of-pocket expenses for dental care services that are not covered services.
- Prohibits a contracting entity from requiring a dental care provider to accept a payment amount set by the contracting entity for dental care services that are not covered services.
- Designates a violation of these provisions an unfair and deceptive act in the business of insurance.
- Requires dental care providers to disclose pricing and certain other information for dental care services that are not covered services.
- Subjects providers who violate the act's disclosure requirements to professional discipline.

## **S.B. 56**

**Primary Sponsor:** Sen. Roegner

**Effective date:** September 20, 2024

- Enters Ohio as a party to the Interstate Massage Compact (IMpact), the purpose of which is to facilitate the interstate practice and regulation of massage therapy and improve public access to and safety of massage therapy services.
- As a member of IMpact, requires Ohio to allow a massage therapist licensed in another member state to practice in Ohio, subject to Ohio's laws and rules governing the practice of massage therapy.
- Requires Ohio to submit data regarding massage therapy licensees to the Commission's data system, including information related to licensure, adverse action, and the presence of investigative information.

## **S.B. 81**

**Primary Sponsor:** Sen. Romanchuk

**Effective date:** September 20, 2024<sup>1</sup>

- Authorizes physician assistants, certified nurse practitioners, clinical nurse specialists, and certified nurse midwives to sign documents related to the admission, treatment, and discharge of psychiatric inpatients, if certain conditions are met.
- Replaces the Board of Nursing’s Substance Use Disorder Monitoring Program with the Safe Haven Program, a program to be conducted by an organization under contract with the Board to monitor applicant and practitioner impairment resulting from substance use or mental or physical disability.
- Authorizes an insurance navigator to receive compensation from a health insurer offering insurance through an exchange operating in Ohio so long as the compensation is not in connection with enrollment in a qualified health benefit plan.

## **S.B. 90**

**Primary Sponsor:** Sen. Roegner

**Effective date:** August 9, 2024

- Enters Ohio into the Social Work Licensure Compact to facilitate the interstate practice of and improve public access to social work services by allowing social workers to practice in multiple states with a multistate license.
- As a member of the Compact, requires Ohio to extend the ability to practice to social workers with a multistate license from another member state of the Compact, subject to Ohio’s laws and rules governing social workers.
- Requires Ohio to submit data regarding social worker licensees to the Social Work Licensure Compact Commission’s data system, including information related to identification, licensure, investigations, and adverse action.

## **S.B. 106**

**Primary Sponsor:** Sen. Schaffer

**Effective date:** June 12, 2024

- Requires, under certain conditions, the Administrator of Workers’ Compensation or a self-insuring public employer to pay for services used to determine whether a health care

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<sup>1</sup> S.B. 81 presents an amendment to the September 30, 2024, version of R.C. 4723.431. However, that version was repealed by H.B. 33 of the 135<sup>th</sup> General Assembly, effective October 3, 2023. The earlier repeal supersedes the S.B. 81 amendment.

professional serving air ambulance patients sustained an injury or occupational disease after exposure to blood or bodily fluids or a drug or other chemical substance.

- Allows a workers' compensation claimant to provide a signed medical release form that is equivalent to the release form prepared by the Bureau of Workers' Compensation, and permits the Bureau to adopt, rather than prepare, a form of its own.

## **S.B. 196**

**Primary Sponsor:** Sen. Roegner

**Effective date:** March 20, 2025

- Revises numerous laws to add references to certain advanced practice registered nurses (APRNs) and their authority to perform designated activities, often involving signing documents, in the same manner that the laws authorize physicians and other health professionals to perform the same activities.
- Revises the law governing APRN standard care arrangements, including by permitting a standard care arrangement to specify the actions that an APRN is authorized to take, or prohibited from taking, as part of the nurse's practice in collaboration with a physician.

## **S.B. 211**

**Primary Sponsor:** Sen. Roegner

**Effective date:** April 9, 2025

### **Dietitian Licensure Compact**

- Enters Ohio as a party to the Dietitian Licensure Compact, the purpose of which is to facilitate the interstate practice of dietetics and improve public access to dietetics services.
- As a member of the Compact, requires Ohio to allow a dietitian licensed in another member state to practice in Ohio, subject to Ohio's laws and rules governing the practice of dietetics.
- Requires the State Medical Board to appoint a member to the Dietitian Licensure Compact Commission – a joint government agency created by the Compact to enforce the provisions and rules of the Compact.
- Requires Ohio to submit data regarding dietetics licensees to the Commission's data system, including information related to identification, examination, licensure, investigations, compact privilege, and adverse action.

### **9-8-8 Suicide Prevention and Mental Health Crisis Hotline**

- Adds 9-8-8 suicide and crisis response to the powers and duties of the Director of Mental Health and Addiction Services.

- Establishes a 9-8-8 Administrator within the Department of Mental Health and Addiction Services to oversee administration of the 9-8-8 Suicide Prevention and Mental Health Crisis Hotline System statewide.
- Requires the 9-8-8 Administrator to submit an annual report to the General Assembly and the Governor regarding the operation of the 9-8-8 Hotline in Ohio.
- Creates the 9-8-8 Fund in the state treasury, consisting of money from sources including appropriations from the General Assembly, to be used to oversee and administer the 9-8-8 Hotline.
- Exempts certain companies and affiliated individuals and entities from liability in a civil action for damages resulting from their acts or omissions in connection with the 9-8-8 Hotline.