



**HOUSE BILL 273 – (ALLOW EMPLOYERS TO POST CERTAIN LABOR LAW NOTICES ON INTERNET)**

**PROPONENT TESTIMONY- OHIO HOUSE COMMERCE & LABOR COMMITTEE**

**OCTOBER 24, 2023**

Chairman Johnson, Vice-Chair Manchester, Ranking Member McNally, and members of the Ohio House Commerce & Labor Committee, my name is Chris Ferruso and I serve as State Director of the National Federation of Independent Business in Ohio (NFIB). I am here on behalf of our nearly 21,000 governing members to lend our support for House Bill 273.

For reference, NFIB is a small business trade association founded 80 years ago that is dedicated to representing the interests of small and independent businesses across our state and nation. NFIB's mission is to promote the right of our members to own, operate and grow their businesses. NFIB members come from all industry sectors and each of the 88 counties across Ohio. Our average member has 20 or fewer employees and has less than \$2 million in annual gross receipts.

House Bill 273 would permit businesses to post required Ohio labor law notices on the internet in a manner that is accessible to employees and the public. Under current law, such notices are required to be posted "in a conspicuous place in or about the premises" where an individual is employed. House Bill 273 adds a second option "on the internet in a manner that is accessible..." With a large share of employees across Ohio now working on

a remote or hybrid basis, the ability to access this information online would be a positive step as employers continue to adapt to an ever-increasing digital world.

House Bill 273 is permissive. It still allows employers the option to make these notices accessible via hard copy if they choose, but enables flexibility based on the employer and the nature of their workplace. For instance, some companies have a large share of their workforce, if not all employees, working remotely. For them, it does not serve a purpose to require these notices be made available solely via hard copy in a physical location. Furthermore, this legislation would provide greater ease of access to employees as they would have the opportunity to view workplace notices anywhere from their personal or work computers or cell phones without having to be at the physical location where the posters are located. We believe House Bill 273 may increase employee awareness and access to these posters.

Important topics such as Ohio wage, workers' compensation and civil rights laws are outlined under the six notices covered by this bill. House Bill 273 will allow employees to access such information more easily and will reduce compliance costs for employers who opt to utilize the digital notices in lieu of or to supplement printed copies.

Senate Bill 96, companion legislation, unanimously passed the Ohio Senate on October 11, 2023. We encourage adoption of this legislation. Thank you for your time. I am happy to try and address any questions.