



***BEFORE THE HOUSE COMMERCE & LABOR COMMITTEE
PROPONENT TESTIMONY ON SENATE BILL 96***

Chairman Johnson, Vice Chair Manchester, Ranking Member McNally, and members of the House Commerce & Labor Committee, thank you for the opportunity to provide proponent testimony on Senate Bill 96 (SB 96). My name is Kevin Shimp and I am an associate attorney at the law firm Dickinson Wright testifying on behalf of the Ohio Chamber of Commerce.

The Ohio Chamber is the state's leading business advocate. The organization represents over 8,000 companies that do business in Ohio and their mission is to aggressively champion free enterprise, economic competitiveness and growth for the benefit of all Ohioans.

In the Ohio Chamber's efforts to champion economic competitiveness, the Ohio Chamber supports SB 96 because it can reduce compliance burdens on businesses and provide employers another manner to comply with Ohio's requirement to make certain employment law posters accessible to their employees.

Currently, Ohio law mandates that private employers post in a conspicuous place at the employer's place of employment notices that inform employees about their rights under various laws. These laws include Ohio's minor labor laws, minimum wage laws, employment discrimination laws, prevailing wage requirements and workers' compensation obligations. Public employers must also have a notice on Ohio's Public Employment Risk Reduction Program.

These laws, which perform an important function of assuring employers and employees alike understand their rights and obligations in the workplace, were developed when employees primarily worked in an office setting each day. Due to this work arrangement, employers could comply with their obligations under Ohio law by posting these notices in breakrooms or other common areas. Likewise, the posters were easily accessible to employees since they were placed in areas they frequented.

However, the COVID-19 pandemic has significantly altered how Ohioans work. A recent 2023 survey from Work from Home Research found that 44 percent of adults work fully

remote or on a hybrid schedule.¹ Senate Bill 96 seeks to address this new reality where the most conspicuous spot for an employer to place a labor poster may be on a webpage that is accessible to employees.

By allowing employers the option to put certain employment posters online, Senate Bill 96 makes it easier for employees who work remotely to have access to the same information as their colleagues or other Ohioans who work at a place of business.

The legislation also benefits employers by reducing compliance burdens since it provides them with multiple methods to comply with the notice requirements of Ohio law. The electronic posters will also be easier to update on a yearly basis or if there is a change in the law, so the legislation may bolster the accuracy of these notices and employer compliance rates.

In closing, the Ohio Chamber urges your favorable consideration of Senate Bill 96 because it modernizes Ohio's law on posting employment law notices to reflect the new reality of hybrid and remote work arrangements. Thank you for the opportunity to testify and I welcome any questions from the committee.

¹ <https://wfhresearch.com/wp-content/uploads/2023/09/Evolution-of-WFH-3-September-2023.pdf>