



SENATOR GEORGE LANG

SENATOR STEVE WILSON

WORKFORCE AND HIGHER EDUCATION COMMITTEE

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Senate Bill 96

Senator Lang

Chairman Cirino, Vice- Chair Rulli, and Ranking-Member Ingram – thank you for allowing my joint sponsor, Senator Wilson, and I the opportunity to testify on Senate Bill 96 – which would allow employers to post certain labor law notices on the internet.

Senate Bill 96 is a simple and straightforward bill. It does not replace, remove, or alter any provisions in current law regarding the content of these notices. Rather, it simply allows Ohio employers *the option* of posting these notices on the internet, rather than at the physical workplace.

Currently, Ohio employers are required by the Department of Commerce to display labor law notices in a conspicuous and accessible location at the physical workplace. These notices address various topics regarding employees’ rights and workers’ compensation; Ohio minimum wage; minor labor laws; public employee risk reduction; workplace domestic violence; and the Fair Employment Practices Law. In Ohio, the authority responsible for administering the law is the same authority who furnishes or approves the notice that will be posted at a workplace.

According to a research report from the LSC Office of Research and Drafting, Senate Bill 96 does not conflict with any federal posting requirements that are mandated by the U.S. Department of Labor or the Equal Employment Opportunity Commission. Ohio’s posting requirements are completely independent of the federal requirements.

## Senator Wilson

We encourage the Committee members to read the bill draft in full. Members will find that this language contains a few grammatical deletions; but overall – the primary component that will change current law is the addition of the phrase: ***“or on the internet in a manner that is accessible to the employer’s employees.”*** Senate Bill 96 also covers those notices that must be accessible for a contractor or subcontractor’s employees, as well as notices that must be accessible to the public.

Some of you may be aware that I am a lead-sponsor of Senate Bill 18, otherwise known as Innovate the Code – which removes burdensome and outdated provisions from Ohio law – thus resulting in tens of millions in savings to Ohio taxpayers. Soon, I will be introducing legislation to streamline current law regarding notaries public and the LLC Act to allow Ohio consumers and businesses the necessary tools and resources to operate effectively and efficiently in the 21<sup>st</sup> Century.

Senate Bill 96 was introduced by Senator Lang and myself in the same vein as the two pieces of legislation I just mentioned. We want Ohio to be the best place for business in the 21<sup>st</sup> Century. In a world where remote or hybrid work is becoming the norm, we want to make sure Ohio employers are afforded the flexibility to focus on their employees, products, and services; rather than be restricted by regulatory red-tape.

Thank you for allowing us this opportunity to present sponsor testimony on Senate Bill 96. We stand ready to answer any questions the Committee may have.