



SENATE BILL 96 – (ALLOW EMPLOYERS TO POST CERTAIN LABOR LAW NOTICES ON INTERNET)

WRITTEN TESTIMONY- OHIO SENATE WORKFORCE & HIGHER EDUCATION COMMITTEE

October 10, 2023

Chairman Cirino, Vice-Chair Rulli, Ranking Member Ingram, and members of the Ohio Senate Workforce and Higher Education Committee, I am writing on behalf of the nearly 21,000 members of the National Federation of Independent Business in Ohio (NFIB) to lend our support for Senate Bill 96.

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.

SB 96 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. 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.

SB 96 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.

Important topics such as Ohio wage, workers' compensation and civil rights laws are outlined under the six notices covered by this bill. SB 96 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 printed copies. NFIB appreciates the committee's consideration and urges adoption of this legislation.

Sincerely,



Cameron J. Garczyk
Assistant State Director
NFIB in Ohio
614-221-4107
