



Representative Adam Mathews
56th House District

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House Commerce & Labor Committee
Sponsor Testimony – H.B. 94
March 19, 2025

Chair Johnson, Vice Chair Lear, Ranking Member McNally, and honorable members of the House Commerce & Labor Committee, thank you for providing the opportunity to present sponsor testimony on House Bill 94. This bill, which is a companion bill to legislation introduced by Senators Lang and Wilson, is a simple and narrowly constructed bill that would grant employers the option of posting certain labor law notices on the Internet.

The Ohio Department of Commerce currently requires employers to post notices of certain labor laws in an accessible location in the physical workplace. These notices include those of Ohio's minimum wage law, minor labor laws, public employee risk reduction, workplace domestic violence laws, and the Fair Employment Practices Law. Posting these notices is meant to ensure that employees have ready access to information that both safeguards them in the workplace and upholds their dignity as employees. In the current economic environment, however, as remote and hybrid work becomes increasingly common, posting these notices in a physical location does not confer the same level of access as before. Furthermore, many employees do not work in a central office as a function of their job, making physical posting of these notices situationally impractical. This leads to the need for this legislation.

This bill is very narrowly tailored to simply allow employers the option of posting notices online in a place both conspicuous and easily accessible to the employer – it does not mandate that employers must post online. The language simply allows posting notices on the internet in a manner that is accessible to the employer's employees as a secondary option for posting notices. The bill does not alter the list of notices that must be posted, and it does not in any way conflict with any federal posting requirements.

This bill is additionally a reintroduction of legislation that passed this committee and passed the Senate unanimously last General Assembly.

In an ever-changing economy, we aim to ensure that Ohio businesses have the flexibility to operate free of unnecessary or unproductive regulations. To afford greater access to important employee information and reduce burdensome red tape on employers, we respectfully request your favorable consideration of this bill. Thank you again for the opportunity to testify today, and we are happy to answer any questions the committee may have.