



HOUSE BILL 94 – (ALLOW EMPLOYERS TO POST CERTAIN LABOR LAW NOTICES ON INTERNET)

PROPONENT TESTIMONY- OHIO HOUSE COMMERCE & LABOR COMMITTEE

MARCH 26, 2025

Chairman Johnson, Vice-Chair Lear, 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 94. We appreciate Representative Adam Mathews reintroducing this legislation from the last general assembly and Representative Thomas Hall for joint sponsoring.

For reference, NFIB is a small business trade association founded over 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 15 or fewer employees and has less than \$2 million in annual gross receipts.

House Bill 94 would permit businesses to post required Ohio labor law notices on the internet in a manner that is accessible to employees. 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 94 adds a second option "on the internet in a manner

that is accessible...” With a number of employees 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 their work models to best suit their and their employees’ needs. Important topics such as Ohio wage, workers’ compensation and civil rights laws are outlined under the six notices covered by this bill.

House Bill 94 is permissive. It gives employers the option to make these notices accessible via hard copy if they choose or provide both physical and electronic copies. House Bill 94 enables flexibility based on the employer and the nature of their workplace. For instance, some companies have a share of or all their workforce working remotely. For them, it does not serve a purpose to require these notices to 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, work, or public computers or their cell phones without having to be at the physical location where the posters are located. We believe House Bill 94 may increase employee awareness and access to these posters.

Senate Bill 96, nearly identical legislation from the 135th General Assembly, unanimously passed the Ohio Senate and the Ohio House Commerce & Labor Committee. Unfortunately, this bill did not make it to the Ohio House floor for a vote. Senate Bill 33 of the 136th General Assembly passed the Ohio Senate on March 5, on a vote of 29-3. We encourage adoption of this legislation. Thank you for your time. I am happy to try and address any questions.