



**SENATOR GEORGE LANG  
SENATOR STEVE WILSON**

**House Commerce and Labor Committee  
April 1, 2025  
Senate Bill 33**

Chairman Johnson, Vice-Chair Lear, and Ranking-Member McNally – thank you for allowing me the opportunity to testify on Senate Bill 33 – which would allow employers to post certain labor law notices on the internet. Senate Bill 33 is a simple and straightforward bill. In fact, during the previous General Assembly, this same bill passed out of Senate Committee by a vote of 11-0 and it passed on the Senate Floor by a vote of 30-0.

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. According to a research report from the LSC Office of Research and Drafting, Senate Bill 33 does not conflict with any federal posting requirements that are mandated by the U.S. Department of Labor or the Equal Employment Opportunity Commission.

We live in a world where many employees have instant access to the internet in their pocket and where much of the private sector utilizes remote work. This bill does not replace, remove, or alter any provisions in current law regarding the content of these notices. It simply and permissively allows Ohio employers the flexibility of posting these notices on the internet instead of at the physical workplace. If an employer believes that posting these notices on the internet, instead of at the physical workplace, makes sense for their business model and their workforce, then this bill will afford the employer that flexibility. Whether these notices are provided to employees via a QR code on some sort of recurring basis, or if they are made available through a website link on the employees' online portal, or if they are made available in a separate tab on the employees' online timesheet, the employer will ultimately decide the manner in which these notices will be accessible to their employees. Under current law, an employer is in violation of the Ohio Revised Code if these notices are not displayed in a conspicuous location at the workplace. Under this legislation, an employer would be in violation of the Ohio Revised Code if they do not make these notices available via the internet to their employees.

As this Committee may know: under current law, the Director of Commerce is already required to make these notices available on the Department of Commerce's website. Additionally, the Director is required to update those online notices annually. This legislation builds upon that piece of current law.

Members of the House Commerce and Labor Committee, this is a simple bill. Thank you for allowing me this opportunity to present sponsor testimony on Senate Bill 33. I stand ready to answer any questions the Committee may have.