



Representative Adam Mathews
56th House District

House Commerce & Labor Committee
Sponsor Testimony – H.B. 273
October 10, 2023

Chair Johnson, Vice Chair Manchester, 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 273. 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, which leads to the need for this legislation.

As I mentioned previously, 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. In the bill’s language, this is achieved by simply adding the phrase “*or 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.

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, I respectfully request your favorable consideration of this bill. Thank you again for the opportunity to testify today, and I am happy to answer any questions the Committee may have.