



**SENATOR GEORGE LANG  
SENATOR STEVE WILSON**

**House Commerce and Labor Committee  
April 23, 2024  
Senate Bill 96**

Senator Lang

Chairman Johnson, Vice- Chair Manchester, and Ranking-Member McNally – thank you for allowing my joint sponsor, Senator Wilson, and I the opportunity to testify on Senate Bill 96 – which would allow employers to post certain labor law notices on the internet.

Senate Bill 96 is a simple and straightforward bill. It does not replace, remove, or alter any provisions in current law regarding the content of these notices. Rather, it simply allows Ohio employers the option of posting these notices on the internet, instead of at the physical workplace. 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.

Senator Wilson

Senator Lang and I have made it a priority in office to make Ohio the best state in the nation in which to do business. In a world where many employees have instant access to internet in their pocket and in an economy where remote and hybrid work is becoming the norm, we believe Ohio employers should be afforded the flexibility to focus on their employees, products, and services; rather than be restricted by regulatory red-tape.

According to a research report from the LSC Office of Research and Drafting, Senate Bill 96 does not conflict with any federal posting requirements that are mandated by the U.S. Department of Labor or the Equal Employment Opportunity Commission. Ohio’s posting requirements are completely independent of the federal requirements.

Thank you for allowing us this opportunity to present sponsor testimony on Senate Bill 96. We stand ready to answer any questions the Committee may have.