

OHIO MODERNIZES COMPLIANCE BY PERMITTING DIGITAL WORKPLACE POSTINGS: WHAT EMPLOYERS NEED TO KNOW

Insights
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Ohio has taken a major step toward modernizing workplace compliance after passing a new law that will allow employers to post certain mandatory labor law notices electronically, as long as they are accessible to all employees. The legislature passed Senate Bill 33, often referred to as the “Law Poster Bill,” on April 2, and Governor DeWine signed it into law on April 21. This change not only brings Ohio’s compliance standards in line with modern work environments, but also provides employers with a more efficient and flexible option for distributing legally required information starting July 20. What do employers need to know about this big change?

Why the Need for This Change?

Historically, employers in Ohio have been required to post physical labor law notices in conspicuous areas of the workplace, such as employee breakrooms or bulletin boards. These postings cover a range of employment rights and regulations, including wage standards, safety laws, and anti-discrimination protections. However, with the rise of digital communication and an increasingly remote workforce, physical postings alone no longer meet the practical needs of many businesses or their employees.

What Has the Bill Changed for Employers?

SB 33 does not eliminate the traditional requirement to display workplace notices. Instead, it introduces an additional method of compliance by allowing digital posting. Once the law takes effect, employers will be permitted to publish certain required labor law notices on an internal

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company website, intranet, or HR portal, provided that the information is reasonably accessible to all employees.

Which Notices Are Covered?

SB 33 applies specifically to six state-level labor law notices mandated by Ohio law:

- the Ohio Minor Labor Law Notice, which outlines restrictions on the employment of minors (excluding the requirement to post a physical list of minor employees);
- the Ohio Minimum Fair Wage Standards Law Notice, which details wage and overtime laws;
- the Ohio Civil Rights Law Notice, which informs workers of their rights regarding discrimination and equal opportunity in the workplace;
- the Ohio Prevailing Wage Law Notice, relevant to public works projects;
- the Ohio Workers' Compensation Notice, which provides employees with information on filing claims and accessing benefits; and
- the Ohio Public Employment Risk Reduction Program (PERRP) Notice, which serves as the public sector equivalent of federal OSHA requirements. These notices are now eligible for digital posting under the new law.

When Does the New Law Take Effect?

The new law will go into effect 90 days after enactment, which is July 20. This will give employers a grace period to adapt their compliance procedures accordingly.

Practical Benefits for Employers

The benefits of SB 33 for employers are both practical and financial.

- One of the most immediate advantages will be **increased efficiency**. Businesses, especially those operating in multiple locations or with decentralized teams, can now manage state labor law compliance from a central digital platform.
- Another key benefit is **cost savings**. Many businesses routinely purchase laminated labor law posters from third-



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party vendors to ensure legal compliance – the cost of which can add up over time.

- Additionally, digital posting **enhances accessibility for employees**. Employees working remotely, in the field, or at client sites can now access employment law notices from their devices.

Considerations and Responsibilities Moving Forward

While SB 33 provides new flexibility, it also brings new responsibilities.

- Employers must ensure that digital postings are placed on a secure, reliable platform that all employees know how to access. This could be an internal HR portal, employee dashboard, or a dedicated section of the company's website.
- Employers also need to communicate the change clearly. Simply putting notices online without informing employees would fall short of compliance.
- Employers should also consider combining digital postings with email reminders, onboarding materials, or periodic employee updates about legal rights and responsibilities to ensure awareness on the part of both workers and managers.
- Employers should evaluate their internal systems, consult with HR and legal teams, and create a plan for informing their workforce.

Conclusion

If you are unsure whether your company's current labor law posting practices meet the requirements of SB 33 or federal regulations, reach out to your Fisher Phillips attorney, the authors of this Insight, or any attorney in our [Cleveland](#) or [Columbus](#) offices. We will continue to monitor developments in this area and provide updates as warranted, so make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information direct to your inbox.