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S.B. 33
136th General Assembly

Final Analysis

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Primary Sponsors: Sens. Wilson and Lang

Effective date: July 21, 2025

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UPDATED VERSION*

SUMMARY

- Allows employers to post certain labor law notices on the internet.

DETAILED ANALYSIS

The act allows an employer to post notices regarding the following labor laws on the internet in a manner that is accessible to the employer's employees:

- Ohio's Minor Labor Law (excluding the list of minors employed by an employer);¹
- Ohio's Minimum Fair Wage Standards Law (minimum wage and overtime);²
- Ohio's Civil Rights Law;³
- Ohio's Prevailing Wage Law;⁴
- Ohio's Workers' Compensation Law;⁵
- Ohio's Public Employment Risk Reduction Program Law.⁶

* This version updates the effective date.

¹ R.C. Chapter 4109.

² R.C. Chapter 4111.

³ R.C. Chapter 4112.

⁴ R.C. 4115.03 to 4115.21.

⁵ R.C. Chapters 4121, 4123, 4127, and 4131.

⁶ R.C. Chapter 4167.

May 16, 2025

Under former law, an employer's only option for posting these required notices was to post them conspicuously in the employer's place or places of employment.⁷ Under the act, an employer must still post the notices but can choose to do the physical posting as under continuing law, or on the internet as described in the act.

HISTORY

Action	Date
Introduced	01-28-25
Reported, S. Workforce Development	02-25-25
Passed Senate (29-3)	03-05-25
Reported, H. Commerce and Labor	04-02-25
Passed House (75-20)	04-02-25

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⁷ R.C. 4109.08, 4111.09, 4112.07, 4115.07, 4123.54, 4123.83, and 4167.11; Ohio Administrative Code 4167-4-01.