

Publications

Ohio Permits Digital Employment Law Postings

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The Ohio Legislature recently updated Ohio's requirements for employment law notice postings to provide employers with more flexibility. The new law will allow employers to post certain mandatory employment law notices electronically starting July 21, 2025. Ohio is the first state to provide employers with the option to meet the statutory posting requirements for all employees through digital postings.

Digital Posting Requirements

Under the prior law, employers were required to post the mandatory employment law notices in a "conspicuous and accessible place" on their premises. Employers may still use that option, but the law now allows employers to meet the requirement by posting the required notices "on the internet in a manner that is accessible to the employer's employees." This does not apply to federal employment law notices.

Covered Labor Law Notices

The new law allows digital postings for the following Ohio employment law notices:

- The Ohio Minor Labor Law Notice
- The Ohio Minimum Fair Wage Standards Law Notice
- The Ohio Civil Rights Law Notice
- The Ohio Prevailing Wage Law Notice
- The Ohio Workers' Compensation Notice
- The Ohio Public Employment Risk Reduction Program (PERRP) Notice

Employers may not, however, post the required list of minors they employ on the internet. That posting must still be a physical notice on the employer's premises.

Takeaways for Employers

Because Ohio is the first state to provide employers with this flexibility, it is unclear when and how soon other states may follow suit. The change, however, represents a step towards modernizing employer compliance requirements in an increasingly digital era. Employers should review their current Ohio labor law posting practices and contact their Vorys lawyer with questions regarding these updates.