

Rule Summary and Fiscal Analysis

Part A - General Questions

Rule Number: 4167-4-01

Rule Type: Amendment

Rule Title/Tagline: Notice to employees.

Agency Name: Public Employment Risk Reduction Program

Division:

Address: 30 West Spring Street L 26 Columbus OH 43215

Contact: Pete Mihaly **Phone:** 614-466-3186

Email: pete.mihaly@bwc.ohio.gov

I. Rule Summary

1. **Is this a five year rule review?** Yes
 - A. **What is the rule's five year review date?** 11/29/2023
2. **Is this rule the result of recent legislation?** No
3. **What statute is this rule being promulgated under?** 119.03
4. **What statute(s) grant rule writing authority?** 4121.12, 4121.121, 4167.02, 4167.07
5. **What statute(s) does the rule implement or amplify?** 4167.11
6. **Does the rule implement a federal law or rule in a manner that is more stringent or burdensome than the federal law or regulation requires?** No
 - A. **If so, what is the citation to the federal law or rule?** Not Applicable
7. **What are the reasons for proposing the rule?**

Pursuant to R.C. 119.032, state agencies are required to review all agency rules every five years to determine whether to amend the rules, rescind the rules, or continue the rules without change. Due to such review, the bureau concluded to amend the rule.
8. **Summarize the rule's content, and if this is an amended rule, also summarize the rule's changes.**

This rule requires employers to post notices for employees informing them of their rights in the workplace.

The proposed changes to this rule are minor changes regarding syntax, grammar, and organization to improve the consistency and clarity of the rule, and are not intended to provide substantive changes to the rule.

9. **Does the rule incorporate material by reference? No**
10. **If the rule incorporates material by reference and the agency claims the material is exempt pursuant to R.C. 121.75, please explain the basis for the exemption and how an individual can find the referenced material.**

Not Applicable

11. **If revising or re-filing the rule, please indicate the changes made in the revised or re-filed version of the rule.**

Not Applicable

II. Fiscal Analysis

12. **Please estimate the increase / decrease in the agency's revenues or expenditures in the current biennium due to this rule.**

This will have no impact on revenues or expenditures.

0.00

Not Applicable.

13. **What are the estimated costs of compliance for all persons and/or organizations directly affected by the rule?**

Not Applicable.

14. **Does the rule increase local government costs? (If yes, you must complete an RSFA Part B). No**

15. **Does the rule regulate environmental protection? (If yes, you must complete an RSFA Part C). No**

16. **If the rule imposes a regulation fee, explain how the fee directly relates to your agency's cost in regulating the individual or business.**

Not Applicable.

III. Common Sense Initiative (CSI) Questions

17. Was this rule filed with the Common Sense Initiative Office? No
18. Does this rule have an adverse impact on business? No
 - A. Does this rule require a license, permit, or any other prior authorization to engage in or operate a line of business? No
 - B. Does this rule impose a criminal penalty, a civil penalty, or another sanction, or create a cause of action, for failure to comply with its terms? No
 - C. Does this rule require specific expenditures or the report of information as a condition of compliance? No
 - D. Is it likely that the rule will directly reduce the revenue or increase the expenses of the lines of business of which it will apply or applies? No

IV. Regulatory Restriction Requirements under S.B. 9. Note: This section only applies to agencies described in R.C. 121.95(A).

19. Are you adding a new or removing an existing regulatory restriction as defined in R.C. 121.95? Yes
 - A. How many new regulatory restrictions do you propose adding to this rule? 0
 - B. How many existing regulatory restrictions do you propose removing from this rule? 11
 - 4167-4-01(A) "The superintendent shall post a list of required notices"
 - 4167-4-01(B)(2) "the required notices shall be posted at the location to which employees report each day"
 - 4167-4-01(B)(3) "the employer shall provide such employees individual copies of the notice on an annual basis"

4167-4-01 Appendix "Each public employer shall provide a place of employment free from recognized hazards"

4167-4-01 Appendix "Each employee shall comply with all safety and health standards, rules, and regulations"

4167-4-01 Appendix "Issue citations requiring public employers to correct safety and health violations"

4167-4-01 Appendix "the public employee must follow these three steps"

4167-4-01 Appendix "notice of violations issued to the public employer must be prominently posted"

4167-4-01 Appendix "Discrimination complaints must be filed with the State Personnel Board of Review within sixty days"

4167-4-01 Appendix "the employer is required to contact the division of safety and hygiene"

4167-4-01 Appendix "public employers must post this notice (or facsimile) in a conspicuous place"

- C. If you are not removing existing regulatory restrictions from this rule, please list the rule number(s) from which you are removing restrictions.**
- D. Please justify the adoption of the new regulatory restriction(s).**

Not Applicable