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February 17, 2017

The Honorable Ron Young
Chairman, Economic Development, Commerce, and Labor
Ohio House of Representatives
77 S. High St.
13th Floor
Columbus, OH 43215

Dear Chairman Young:

The Ohio Grocers Association proudly represents nearly 400 food retailers, wholesalers and suppliers across the state. Our members range from the largest chain stores to the smallest "mom and pop" independent grocers as well as the wholesalers who supply these stores. I am writing today in support of House Bill 2, legislation that helps to harmonize Ohio's employment discrimination statutes with their federal counterparts. These changes will increase efficiency, allow for easier compliance, and provide fair resolution of alleged incidents of discrimination for both employers and employees.

HB 2 increases efficiency by preventing employers from simultaneously having to defend claims in both the Ohio Civil Rights Commission and civil court. Employees still have the option and ability to pursue claims in both venues, however they cannot do so at the same time. HB 2 also creates a reasonable one-year statute of limitations. Ohio's current six-year statute of limitations is the longest in the country. This change allows for timely and fair resolution of claims of discrimination.

This legislation provides reasonable changes to the employment discrimination statutes that will improve Ohio's legal climate and allow for timely, fair and efficient resolution of claims. Accordingly, the Ohio Restaurant Association urges the Economic Development, Commerce, and Labor committee to favorably recommend HB 2.

Sincerely,

Kristin Mullins
President & CEO

cc: The Honorable Cliff Rosenberger, Speaker of the House
The Honorable Bill Seitz, Sponsor of HB 2
House Economic Development, Commerce, and Labor Committee Members

