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TO: House Economic Development, Commerce & Labor Committee

FROM: Cheryl R. Washington, Esq.

DATE: March 6, 2017

RE: House Bill 2

To Chairman Young, Vice Chair DeVitis, Ranking Member Lepore-Hagan, and members of the House Economic Development, Commerce & Labor Committee, my name is Cheryl R. Washington. This memorandum represents opponent testimony on House Bill 2.

1. House Bill 2 as currently written provides workers with less protection from discrimination than the current law provides. The bill disproportionately favors employers at the expense of the workers.
2. Specifically HB 2 leaves an entire category of workers unprotected via Ohio's discrimination law. "Employer" will be redefined to exclude those who employ Ohioans less than 20 weeks -or approximately 5 months – per year.
3. The bill also removes supervisor and manager liability. Workers in Ohio should not be subjected to discrimination by a supervisor or manager without any recourse against the employer.
4. Further weakening protections for Ohioans is the provision to reduce by a whopping 83% - from six years down to one- the amount of time a worker who experienced discrimination has to file a lawsuit.

Sincerely yours,

CR WASHINGTON LAW CO., LPA

Cheryl R. Washington

Attorney at Law

CRW/tlb