



**House Bill 352  
Written Proponent Testimony  
Ohio Civil Justice Committee  
November 19, 2019**

Chair Hambley, Vice-Chair Patton, Ranking Member Brown, and members of the House Civil Justice Committee, thank you for the opportunity to provide written testimony in support of House Bill 352, 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.

By way of background, as President of the Ohio Grocers Association I proudly represent over 400 food retail, wholesale and supply companies across the Buckeye state. My members range from the largest chain stores to the smallest "mom and pop" independent grocers as well as some convenience stores and of course the food wholesalers who supply these stores.

HB 352 increases efficiency for businesses by requiring claimants to first file with the OCRC and receive a right to sue letter prior to going to civil court. Furthermore, HB 352 also creates a reasonable two-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 Grocers Association urges the committee to favorably pass House Bill 352.

Sincerely,

Kristin Mullins  
President & CEO  
Ohio Grocers Association