



November 19, 2019

The Honorable Stephen Hambley
Chairman
House Civil Justice Committee
77 S. High St
11th Floor
Columbus, OH 43215

RE: House Bill 352 – Written Proponent Testimony

Dear Chairman Hambley:

The Ohio Manufacturers' Association (OMA) appreciates the opportunity to provide written proponent testimony on behalf of House Bill 352. As Representatives Cross and Lang noted in their sponsor testimony, Ohio is at a competitive disadvantage with employment discrimination laws that are significantly different than federal laws and the laws of many other states. These differences between the state and federal laws create an administrative burden for Ohio's manufacturers and other Ohio employers. Bringing Ohio's laws in line with their federal counterparts creates a more predictable and consistent system for employers and employees alike, and does not disrupt individuals' avenues to assert discrimination violations.

In the critical areas of statute of limitations, dual actions, individual supervisor liability, affirmative defenses, and age discrimination, the bill improves Ohio's laws. We agree with other proponents that the bill encourages predictability, stability, and administrative efficiency, not only for Ohio manufacturers but also in terms of use of the state's resources. This legislation gives human resources professionals the first opportunity to resolve personnel complaints and rectify detrimental workplace behavior before it results in costly litigation.

The OMA appreciates the time and effort Representatives Cross and Lang have invested in crafting this legislation and we encourage a swift, affirmative vote of the esteemed committee.

Thank you very much for the opportunity to submit this written testimony. I'd be pleased to try to answer any questions that you might have; contact me at rbrundrett@ohiomfg.com or (614) 629-6814.

Sincerely,

A handwritten signature in blue ink that reads "Rob Brundrett".

Rob Brundrett
Director, Public Policy Services