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Joint Committee on Agency Rule Review

Michael J. Skindell
State Representative

**Sponsor Testimony on House Bill 216
Provided by Representative Michael J. Skindell
Before the House Commerce and Labor Committee
Wednesday, May 22, 2019**

Chairwoman Manning, Vice Chair Dean, Ranking Member Lepore-Hagan, and Members of the House Commerce and Labor Committee, thank you for the opportunity to provide sponsor testimony on House Bill 216, which is called the Retail and Employee Rights Act. I introduced this bill in the 132nd General Assembly as S.B. 101. I am pleased to have Representative Kelly as a joint sponsor this legislative session.

The Retail and Employee Rights Act contains several provisions designed to give Ohio workers the same respect that they put into building a stronger and greater Ohio. Designed to protect large chain retail and restaurant workers, the key provisions of House Bill 216 include:

- Promoting full-time employment and access to hours;
- Encouraging fair, predictable schedules;
- Discouraging abusive on-call scheduling practice;
- Encouraging worker retention and job security.

Ohioans are known for their hard work ethic and dedication to their jobs. However, in today's post-recession economy, many large retail employers are employing part-time workers at relatively low wages, forcing employees to attempt to work multiple jobs. At the same time, retail employers are utilizing "just in-time" scheduling practices and changing schedules the "day of" work. These practices make it difficult for the employees to hold that important second job, arrange for daycare or pursue more education. Employees can only work for multiple employers if they have predictability in scheduling and are treated fairly.

House Bill 216 outlines provisions employers must follow in order to make schedules predictable for their employees. Employers will be required to post employee schedules publicly at least 14 days in advance. If employers cancel a worker's shift close to it taking place, that employee will be paid some compensation for setting aside their time for work. In addition, the legislation outlines pay for on-call shifts. Additionally, the legislation includes provisions to have part-time and full-time employees be treated more equally regarding hourly wages, access to time off, and eligibility for promotions.

It is imperative we work towards increasing economic security and providing strong worker protections at the state level.

Chairwoman Manning, Vice Chair Dean, Ranking Member Lepore-Hagan, and Members of the House Commerce and Labor Committee, at the end of Representative Kelly's testimony, we would be happy to answer any questions relating to this legislation.