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# OHIO LEGISLATIVE SERVICE COMMISSION

Office of Research  
and Drafting

Legislative Budget  
Office

H.B. 378  
133<sup>rd</sup> General Assembly

## Fiscal Note & Local Impact Statement

[Click here for H.B. 378's Bill Analysis](#)

**Version:** As Introduced

**Primary Sponsors:** Reps. Crossman and Lepore-Hagan

**Local Impact Statement Procedure Required:** Yes

Nicholas J. Blaine, Budget Analyst

### Highlights

- The bill allows workers to receive unemployment compensation benefits while participating in a strike; the state or political subdivisions may experience an increase in costs if employees participate in a strike.

### Detailed Analysis

The bill modifies Ohio's Unemployment Compensation Law to allow workers participating in a strike to claim benefits. In cases where employees of the state or political subdivisions subject to a collective bargaining agreement participate in a strike, the entity will be required to reimburse the Unemployment Compensation Insurance Fund (the Fund) for any benefits paid to their workers. The cost to the state or political subdivision will depend on the wages earned by the employees, the number of participants, and the duration of the strike. In FY 2018, the average weekly benefit amount was about \$373; eligible employees can receive benefits for up to 26 weeks in most cases.

The bill is unlikely to significantly impact the long-term solvency of the Fund. If a strike caused a notable increase in unemployment compensation payments for a contributory employer, the employer's experience rate will increase the following year. As the balance in an employer's account goes down, the future rate of contributions for the employer will increase to replenish those losses.

### Background

Unemployment insurance operates as a federal and state partnership for income maintenance during periods of unemployment under certain circumstances by providing partial compensation for lost wages to eligible individuals. Benefits are paid through the Fund, which is made up of payments from "contributory" employers. Contributory employers pay unemployment insurance taxes on a quarterly basis. If a contributory employer has a layoff,

payment of the unemployment compensation benefit is paid from the employer's account in the Fund. While most employers are contributory, about 5,000 in Ohio are "reimbursing" employers. Reimbursing employers are billed once a month, after the fact, for the amount of benefits paid to the employer's qualifying employees from the Fund.