

OHIO RESTAURANT



ASSOCIATIONSM

1525 Bethel Road, Suite 201
Columbus, OH 43220-2054

February 17, 2017

The Honorable Ron Young
Chairman, Economic Development, Commerce, and Labor
Ohio House of Representatives
77 S. High St.
13th Floor
Columbus, OH 43215

RE: Proponent of House Bill 2-The Employment Law Uniformity Act

Dear Chairman Young:

Founded in 1920, the Ohio Restaurant Association (ORA) is backed with more than 95 years of industry experience. Through our commitment, experience and expertise, the ORA is dedicated to representation, education, assistance and promotion of Ohio's foodservice industry. ORA represents more than 2,400 companies, representing more than 5,000 locations in Ohio.

House Bill 2 improves Ohio's employment discrimination laws by allowing for timely, fair, and efficient resolution of claims for both employers and employees. Increasing uniformity with federal law allows for easier compliance for employers eliminates the competitive disadvantage caused by employment discrimination laws that are out of line with federal law and those of other states.

HB 2 reduces the statute of limitations for employment discrimination lawsuits from six years to one year. This allows for timely and fair resolution of alleged incidents of discrimination. It also eliminates the financial and logistical burden of maintaining six years' worth of employee records. Further, HB 2 prevents employers from being forced to defend a claim in both the Ohio Civil Rights Commission and civil court at the same time; which increases efficiency and helps reduce legal costs. Finally, by eliminating individual supervisor liability for private employers, as has already been done for public employers by the Ohio Supreme Court, HB 2 allows supervisors to make sound human resources and management decisions without fear of being sued.

HB 2 increases efficiency, allows for greater predictability, and improves Ohio's legal climate. Accordingly, the Ohio Restaurant Association urges the Economic Development, Commerce, and Labor committee to favorably recommend HB 2.

Sincerely,

Joe Rosato
Director of Government Affairs
Ohio Restaurant Association

cc: The Honorable Cliff Rosenberger, Speaker of the House
The Honorable Bill Seitz, Sponsor of HB 2
House Economic Development, Commerce, and Labor Committee Members