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Committees:

- Finance – *Ranking Minority Member*
- Agriculture
- Energy and Natural Resources
- Finance – General Government & Agency Review Subcommittee
- Government Oversight and Reform
- Judiciary

Sponsor Testimony on Senate Bill 101
Provided by Senator Michael J. Skindell
Before the Senate Transportation, Commerce and Workforce Committee
December 13, 2017

Chairman LaRose, Vice Chair Kunze, Ranking Member Schiavoni and Members of the Senate Transportation, Commerce and Workforce Committee, thank you for the opportunity to provide sponsor testimony on SB 101. This bill provides struggling employees with predictive scheduling and fair treatment in the workplace. Ohioans are known for their hard work ethic and dedication to their jobs. Having the state enact the Retail and Employee Rights Act is necessary to pay back Ohio workers the same respect that they put into building a stronger and greater Ohio.

In today's post-recession economy, many large retailers are employing part-time workers at relatively low wages, forcing employees 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. Employees can only work for multiple employers if they have predictability in scheduling and are treated fairly. The bill also covers workers in fast-food restaurant franchises.

Senate Bill 101 outlines provisions employers must follow in order to make schedules predictable for their employees. Employers will be required to post their employees' schedules publically 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.

The proposed legislation is to provide hours and retention protections for fair and predictable scheduling and treatment of part-time employees of some chain stores and fast food restaurants. It is imperative we work towards increasing economic security and providing strong worker protections at the state level. Chairman LaRose, Vice Chair Kunze, Ranking Member Schiavoni and Members of the Senate Transportation, Commerce, and Workforce Committee, I would be happy to answer any questions relating to this legislation.