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H.B. 180
136th General Assembly

Bill Analysis

Version: As Introduced

Primary Sponsors: Reps. Klopfenstein and Rogers

Paul Luzzi, Attorney

SUMMARY

- Prohibits an employer from taking an adverse employment action against an employee who is absent from work because the employee is serving as, or training to be, a poll worker.
- Requires an employee to provide reasonable notice to the employee's employer before serving as, or training to be, a poll worker.

DETAILED ANALYSIS

Adverse employment action for serving as a poll worker

The bill prohibits an employer from discharging, threatening to discharge, or taking any disciplinary action that could lead to discharging a permanent employee who is absent from work to serve as a precinct election official (a "poll worker") or to attend a training program required to serve as a poll worker.¹

To receive the protections granted by the bill, an employee must satisfy both of the following requirements:

- Before serving as a poll worker or attending a poll worker training program, the employee must provide reasonable notice to the employee's employer that the employee will be serving as a poll worker or attending a poll worker training program;
- The employee's absence must be caused by actual service as a poll worker or attendance at a poll worker training program.²

¹ R.C. 3501.281(A), by reference to R.C. 3501.22 and 3501.27, not in the bill.

² R.C. 3501.281(B).

Under the bill, an employer cannot require an employee to use annual, vacation, or sick leave for time spent serving as a poll worker or attending a poll worker training program. The bill does not require an employer to provide annual, vacation, or sick leave to an employee, but an employee who is entitled to annual, vacation, or sick leave under another law, ordinance, or resolution or the employer's policy may use that leave in accordance with the law, ordinance, resolution, or policy.³

HISTORY

Action	Date
Introduced	03-18-25

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³ R.C. 3501.281(C).