



The Ohio SHRM State Council

Monthly Legislative Report



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DECEMBER 2013 - JANUARY 2014

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OHIO HR ADVOCACY OUTLOOK FOR 2014

There were several positive developments on the HR advocacy front in 2013 that all Ohio human resource professionals can be proud of heading into 2014. A monthly Government Affairs newsletter was circulated to all chapters to educate members on important HR issues, the 2013 Ohio SHRM Legislative Conference was well attended and ended with participants at the Statehouse, and the first of hopefully many local SHRM chapter legislative meet and greets was hosted by HRACO. But, our work is far from over. My six BHAG (Big Hairy Audacious Goals) for 2014 as your Ohio SHRM State Council Government Affairs Director are:

1. To have over 150 attendees at the Ohio SHRM Employment Law and Legislative Conference in Columbus, OH, on April 9, 2014;
2. To have at least 1 member from each local chapter attend the national SHRM Employment Law & Legislative Conference in Washington, D.C. March 17-19, 2014;
3. To make Ohio SHRM more relevant to state administrative and legislative leaders by taking positions (support, oppose or neutral) on state legislative issues;
4. To facilitate at least 5 local legislative meet and greets around the state with local SHRM chapters;
5. To more than double the number of letters written to members of Congress from Ohio HR professionals (in 2013 that number was 222, so the goal is 500!); and
6. To provide Ohio Governor John Kasich, House of Representatives, Senate, and Congressional delegation ongoing feedback through letters and/or testimony on issues important to HR professionals.

Through the Ohio State Council, there are scholarships and resources available for local SHRM chapter leaders to help offset the cost to participate in these activities. I recognize this is an investment of your time and resources, but I want to help you become an effective HR advocate. There are three simple steps you can follow to be an effective HR advocate in 2014 – stay informed, participate and educate.

Step 1: Stay Informed

- » **Action Alerts:** When you see a “Call to Action” in your inbox it is important to respond timely to any request. It is also critical for you to identify and communicate to me what employment issues are negatively affecting your business and workplace. Working together we can make a difference and hopefully exemplify the importance of HR to your company’s bottom line.
- » **Monthly GA Newsletter:** We will continue to send out a monthly newsletter that I prepare and distribute identifying the status of pending state HR-related legislation as well as news of interest. I invite your feedback as to whether there are additional topics or concerns that you would like to hear about in future reports. I also hope you will communicate stories that exemplify certain problems or issues that can be used to reform areas of law that create those problems in your workplace.

Step 2: Participate

There are a few important events to add to your calendar now for 2014.

- » **March 17-19: 2014 SHRM Employment Law and Legislative Conference in Washington, D.C.** This conference is important for networking with other HR professionals in Ohio and around the nation facing the same issues as you within the workplace. It includes an opportunity to discuss issues of importance to the HR community with your members of Congress during Capitol Hill visits on March 19, so it’s suggested that you don’t book your flights home until Wednesday evening! This conference includes several HCRI credits toward recertification and I’m working with the national SHRM organization staff to receive pre-approved CLE credits.



OHIO HR ADVOCACY OUTLOOK FOR 2014

- » **April 9: 2014 Ohio SHRM Employment Law & Legislative Conference in Columbus, Ohio.** This conference provides the opportunity to learn about issues affecting your business in Ohio, to network with fellow HR professionals throughout the state, and to meet with and educate members of the Ohio legislature that represent your area and your business back home. The most powerful way to affect the legislative process is for your elected officials to hear from constituents back in their districts! This conference was approved for up to 7 strategic HCRI credits toward recertification last year and I will be submitting the application to receive pre-approved CLE credits this year!
- » **September 17-19: 2014 Ohio Human Resource Conference – “HR Marathon – Setting The Pace For The Future”** in Sandusky, Ohio, at Kalahari Resort. This conference provides an important networking opportunity with fellow HR professionals from around the state and a chance to learn about legal trends throughout Ohio and the nation.

Another thing you can do to improve the strength of our group is to recruit local SHRM members in your chapter who are willing to participate in advanced legislative activities. There truly is strength in numbers, and these advanced legislative activities would include, but are not limited to, providing unique personal accounts on specific pieces of legislation to SHRM, and participating in district meetings with local legislative leaders.

Step 3: Educate

As an HR professional in Ohio, it is critically important for you to communicate with Governor John Kasich, Ohio legislators and our U.S. Congress. There are several ways to effectively advocate, including actively participating in SHRM’s legislative advocacy program, HR Policy Action Center. This program involves participating in state letter writing initiatives/competitions to federal and state legislators on pending issues, legislation and/or HR “hot topics”. I am available to discuss this process in a “How To” session for using the SHRM “Write Your Member of Congress” feature on the SHRM web site. I also welcome your individual letters, phone calls and faxes, and will make myself available to help any member better understand how to make a difference.

Another way you can help educate is by responding to a request for information on specific employment law topics. You also could take the initiative to communicate issues of concern with local or state laws that need reformed by participating in meetings with legislators in Columbus or at home within your legislative districts. Remember – you are the HR expert! Lawmakers need to hear from you or they will look for input from other sources in deciding the employment laws will affect your business in the future!

2014 Elections

As I have done in the past I am committed to ensuring you have objective information about candidates and ballot issues during the 2014 primary and general elections. Next year will be a big year for Ohio politics with elections in many statewide offices, including Governor, Secretary of State, Treasurer, Auditor, and Attorney General, all 99 Ohio House Members, half of the 33 Ohio Senate members, and two Ohio Supreme Court justices. There is also the possibility of several ballot issues, including right to work, medical and/or recreational marijuana, and same-sex marriage. Therefore, being an educated voter and educating your employees on candidates and issues should be a top priority for 2014.

My goal from day one has been to serve all Ohio SHRM members wanting to make a difference in HR in our state and throughout the nation. But, my efforts can only do so much to affect HR policy. You, as an HR professional, hold the key to making a difference in Ohio and in Washington, D.C.

Stay informed. Participate. Educate. Become an HR Advocate! And remember the famous quote from Thomas Jefferson that **“America is not governed by the majority, but by a majority of those who participate.”**



TOP NEWS IN OHIO

State + National Unemployment Numbers for November 2013

On December 20, the Ohio Department of Job and Family Services announced that Ohio's unemployment rate was 7.4 percent in November, down from 7.5 percent in October.

On December 6, the U.S. Bureau of Labor Statistics reported that the national unemployment rate declined from 7.3 percent to 7.0 percent in November, and total nonfarm payroll employment rose by 203,000. Employment increased in transportation and warehousing, health care, and manufacturing.

Ohio Refuses to Comply with Federal ID Law

Citing privacy concerns, the Ohio Bureau of Motor Vehicles recently announced it will not continue with the federal "Real ID" compliance plan, which could result in Ohio driver's licenses not being accepted as sufficient identification to board airplanes and enter federal buildings in the future. Other states have been using facial-recognition software in complying with the plan, scanning photos to determine if a license applicant was previously issued a license under another name.

Ohio is among a growing number of states that are refusing to comply with the federal standards intended to toughen access to driver's licenses. The standards are contained in a 2005 law, resulting from the 9/11 plane hijackers' use of falsified state identity documents.

Kearney Drops Lieutenant Governor Bid

On December 10, after weeks of speculation surrounding his candidacy for lieutenant governor, Senator Eric Kearney officially took himself off the FitzGerald for governor ticket, saying questions about the taxes he and his business owed were threatening to distract from the message of the campaign to unseat Governor John Kasich. Kearney was selected by Cuyahoga County Executive Ed FitzGerald to be his running mate in November, but questions surrounding Kearney soon came to light as Ohio newspapers began to reveal the tax burdens owed by Kearney, his wife, Jan-Michele, and their media business. Kearney's decision leaves FitzGerald back to square one when it comes to choosing a running mate.

Federal Unemployment Tax Expected to Increase in 2014

Since unemployment claims spiked in 2009, Ohio's state unemployment insurance (UI) trust fund has been insolvent, requiring the Ohio Department of Jobs and Family Services to use federal loan funds to pay unemployment benefits. This deficit has led to a current Ohio UI debt owed to the federal government of over \$1.5 billion, placing it 4th highest in the country (see Ohio UI Trust Fund Balance Chart). Ohio would significantly improve its solvency position by repaying this debt quickly, in order to avoid future FUTA tax increases on employers and additional interest payments. Taking no action will result in a series of increases in the rates to be paid by employers under the Federal Unemployment Tax Act (FUTA).

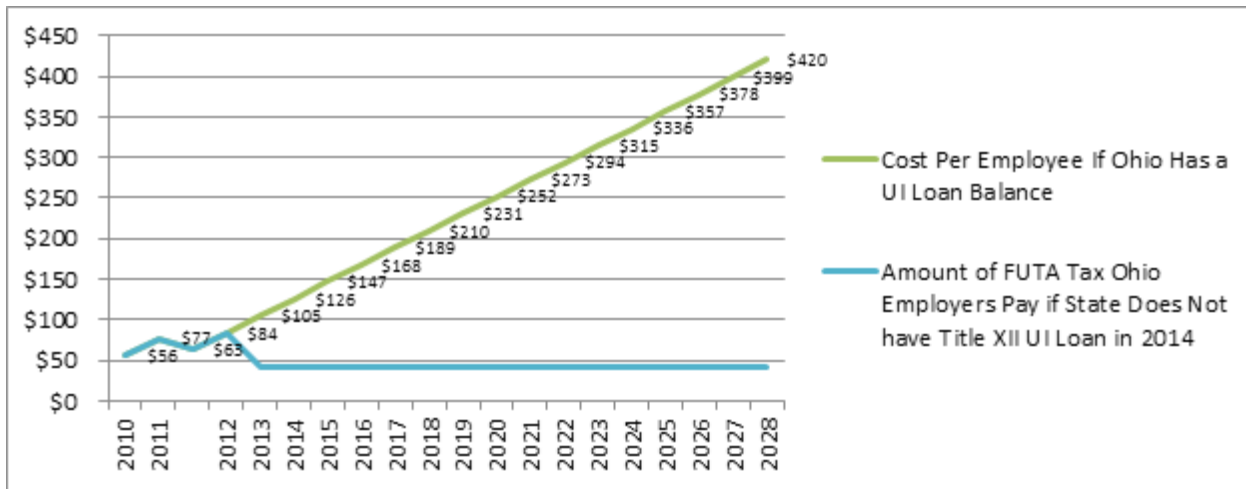
As long as Ohio continues to have outstanding debt, the FUTA tax increases will continue to trigger under federal law. Based on continued negative balances in the state UI trust fund as of November 10, employers in Ohio are subject to a loss of FUTA offset credits of 0.3%, increasing the net Federal Unemployment Tax rate to be paid in January each year. The base amount of FUTA tax due by all employers is 0.6% of the first \$7,000 (or \$42 per employee) by approximately \$21 per employee. Increases will be greater on a percentage basis for employers with the lowest state UI experience rates. To date, employers have paid 1.2% in 2013 (or \$84 per employee). Unless the full \$1.5 Billion UI debt is paid before December 31, 2013, Ohio employers should expect to pay 1.5% in 2014 (or \$105 per employee)(see FUTA Offset Credit Reduction - Tax Rate Increase Chart).



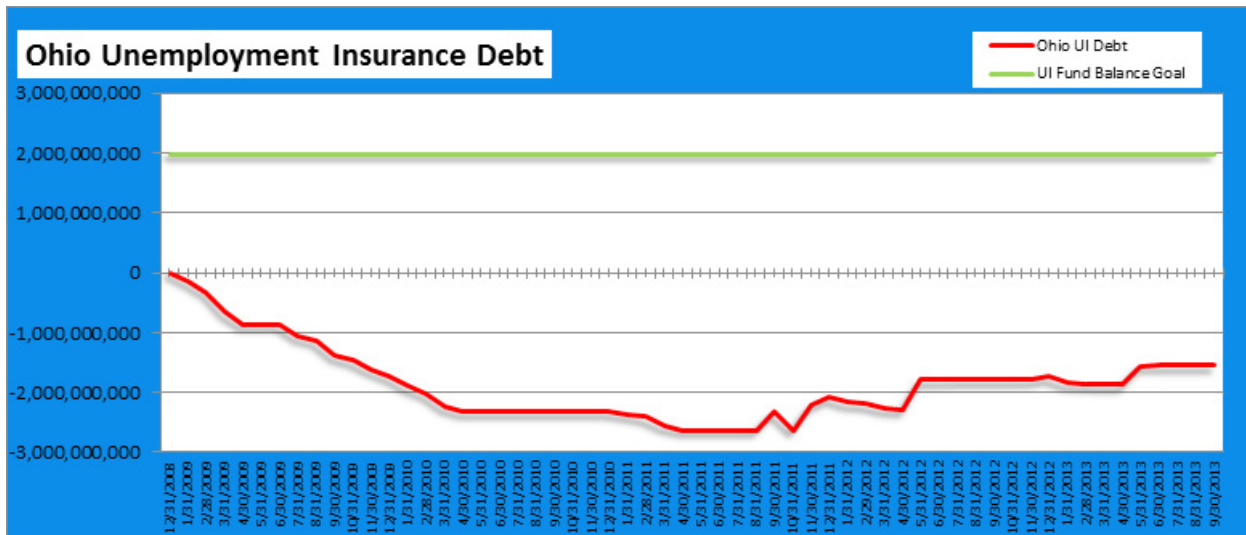
TOP NEWS IN OHIO

In addition to automatically increasing FUTA taxes, federal law requires that states pay interest on outstanding loans, and repayment of interest must be made from sources other than the state UI tax. Ohio is obligated to pay over \$70 million in interest on loans from the federal government as of September 30, 2013. The costs of failing to immediately address UI Solvency are significant in the form of increased federal unemployment taxes that will continue to increase each year that the outstanding loan is not repaid, and continued interest charges incurred by the state.

FUTA Offset Credit Reduction - Tax Rate Increase Chart



Ohio UI Trust Fund Balance Chart



Ohio Minimum Wage Set to Increase in January 2014

Effective January 1, 2014, Ohio’s minimum wage will increase to **\$7.95 per hour for non-tipped employees and to \$3.98 per hour for tipped employees, plus tips**. The increased minimum wage will apply to employees of businesses with annual gross receipts of more than \$292,000 per year. The increase to \$7.95 places Ohio’s minimum wage at 10th highest in the United States behind California, Connecticut, Illinois, Massachusetts, Nevada (for employers with no health insurance benefit), Oregon, Vermont, Washington and the District of Columbia.



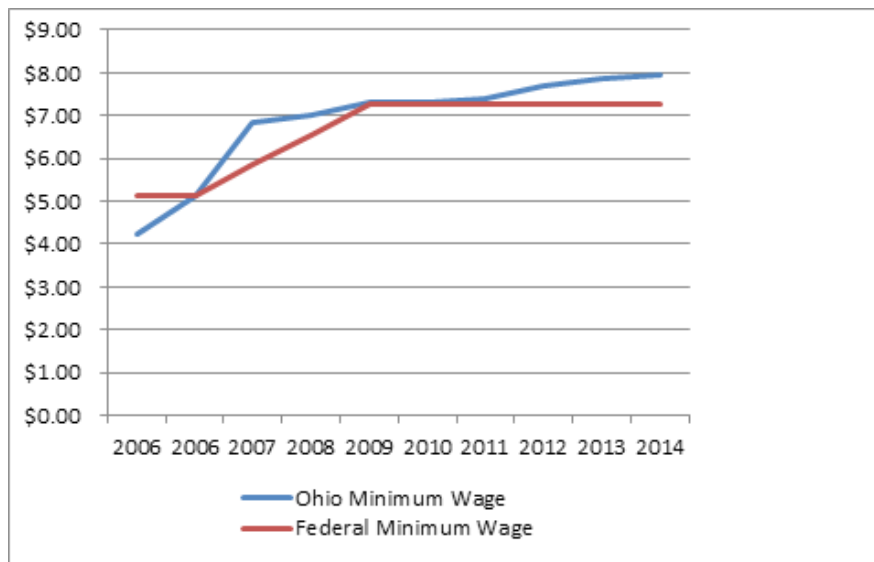
TOP NEWS IN OHIO

The current 2013 Ohio minimum wage is \$7.85 per hour for non-tipped employees and \$3.93 for tipped employees, plus tips. The 2013 Ohio minimum wage applies to employees of businesses with annual gross receipts of more than \$288,000 per year.

Why the annual changes? On November 7, 2006, Ohio voters passed a constitutional amendment that will increase the state minimum wage annually based on the Consumer Price Index (CPI) (see Ohio Minimum Wage Rates Since 2006). Thus, the state minimum wage is tied to the CPI for urban wage earners and clerical workers for the 12-month period prior to September.

For employees at smaller companies (with annual gross receipts of \$288,000 or less per year in 2013 or \$292,000 or less per year after January 1, 2014), and for 14 and 15-year-olds, the state minimum wage is \$7.25 per hour. For these employees, the state wage is tied to the federal minimum wage of \$7.25 per hour, which requires an act of Congress and the President's signature to change.

Ohio Minimum Wage Rates Since 2006 Chart



NEW BILLS INTRODUCED

HB356 (Annual Reports-Public Assistance Recipients)

On November 20, Representative Robert Hagan introduced HB356, legislation regarding annual reports about certain employers of public assistance recipients.



SHRM LEGISLATIVE TRACKING

Employment Law

- HB82** OHIO'S CIVIL RIGHTS LAW EXEMPTION (HAYES B, BLAIR T) To exempt religious corporations, associations, educational institutions, or societies from the definition of "employer" for the purpose of Ohio's Civil Rights law.
Current Status: 3/6/2013 - House Judiciary, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_82
- HB98** OCCUPATIONAL LICENSING LAW (GONZALES A, RETHERFORD W) To revise the Occupational Licensing Law regarding military service members and veterans.
Current Status: 11/15/2013 - SIGNED BY GOVERNOR
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_98
- HB120** GENDER PAY DISPARITY TASK FORCE (LUNDY M, DRIEHAUS D) Create Gender Pay Disparity Task Force.
Current Status: 5/8/2013 - House Commerce, Labor and Technology, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_120
- HB163** OHIO CIVIL RIGHTS LAW EXPANSION (MCGREGOR R, ANTONIO N) To prohibit discrimination on the basis of sexual orientation or gender identity.
Current Status: 5/22/2013 - House Commerce, Labor and Technology, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_163
- HB179** EMPLOYERS-COURT-ORDERED PARENTING TIME (BISHOFF H) To require certain employers to allow a parent to exercise court-ordered parenting time without terminating the parent's employment, reducing the parent's pay, or taking other similar action against the parent.
Current Status: 6/12/2013 - House Commerce, Labor and Technology, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_179
- HB235** EMPLOYMENT APPLICATIONS (WILLIAMS S) To prohibit employers from including on an employment application any question concerning whether an applicant has been convicted of or pleaded guilty to a felony.
Current Status: 10/2/2013 - House Commerce, Labor and Technology, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_235
- HB253** PAYCHECK CARD (ROGERS J) To prohibit certain employers from requiring employees to accept the employees' pay in the form of a paycheck card.
Current Status: 10/30/2013 - Referred to Committee House Commerce, Labor and Technology
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_253
- HB347** EMPLOYEE DEFINITION (PHILLIPS D, DRIEHAUS D) To create a generally uniform definition of employee for specified labor laws and to create a uniform standard to determine whether an individual performing services for an employer is an employee of that employer.
Current Status: 11/19/2013 - Referred to Committee House Commerce, Labor and Technology
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_347



SHRM LEGISLATIVE TRACKING

- HB356** ANNUAL REPORTS-PUBLIC ASSISTANCE RECIPIENTS (HAGAN R) Regarding annual reports about certain employers of public assistance recipients.
Current Status: 12/3/2013 - Referred to Committee House Health and Aging
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_356
- SB45** PRIVATE ELECTRONIC ACCOUNTS ACCESS (TAVARES C) To prohibit employers, employment agencies, personnel placement services, and labor organizations from requiring an applicant or employee to provide access to private electronic accounts of the applicant or employee.
Current Status: 3/6/2013 - Senate Commerce and Labor, (Second Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_45
- SB70** OHIO CIVIL RIGHTS LAW (TAVARES C) To specify that discrimination by an employer against any person because of the person's credit history is an unlawful discriminatory practice under the Ohio Civil Rights Law.
Current Status: 10/16/2013 - Senate Commerce and Labor, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_70
- SB92** WAGE DISCRIMINATION (TURNER N, TAVARES C) To enact the "Fair and Acceptable Income Required (FAIR) Act" and to revise the enforcement of the prohibitions against discrimination in the payment of wages.
Current Status: 6/18/2013 - Senate Commerce and Labor, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_92
- SB119** DOMESTIC WORKERS PROTECTION (TAVARES C) To require that domestic workers be paid the minimum wage, to require that domestic workers be paid overtime wages, to make certain conduct directed toward a domestic worker an unlawful discriminatory practice, and to require a weekly day of rest for domestic workers.
Current Status: 6/18/2013 - Senate Commerce and Labor, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_119
- SB125** OHIO CIVIL RIGHTS LAW EXPANSION (LAROSE F, SKINDELL M) To prohibit discrimination on the basis of sexual orientation or gender identity.
Current Status: 6/26/2013 - Referred to Committee Senate Civil Justice
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_125
- SB128** SOCIAL SECURITY NUMBER REQUIREMENT (TAVARES C) To restrict a person's ability to require, solicit, mail, and publicly display social security numbers.
Current Status: 6/26/2013 - Senate Commerce and Labor, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_128
- SB157** EMPLOYMENT TAX CREDIT-CONVICTED INDIVIDUALS (TAVARES C) To create a tax credit for the employment of individuals who have been convicted of criminal offenses.
Current Status: 10/22/2013 - Senate Ways and Means, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_157



SHRM LEGISLATIVE TRACKING

Healthcare

- HB3** HEALTH INSURANCE ACCOUNTABILITY ACT (SEARS B, KUNZE S) To specify licensing and continuing education requirements for insurance agents involved in selling, soliciting, or negotiating sickness and accident insurance through a health benefit exchange.
Current Status: 4/30/2013 - SIGNED BY GOVERNOR; Eff. 7/30/2013
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_3
- HB91** HEALTH CARE FREEDOM ACT (YOUNG R, THOMPSON A) To enact the Health Care Freedom Act.
Current Status: 4/24/2013 - House Health and Aging, (Second Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_91
- HB117** CAPTIVE INSURANCE COMPANIES (HACKETT R, STINZIANO M) To provide for the operation of captive insurance companies in Ohio.
Current Status: 10/22/2013 - Senate Insurance and Financial Institutions, (Second Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_117
- HB121** OHIO HEALTH SECURITY ACT (HAGAN R, FOLEY M) To enact the Ohio Health Security Act to establish and operate the Ohio Health Care Plan to provide universal health care coverage to all Ohio residents.
Current Status: 4/17/2013 - Referred to Committee House Insurance
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_121
- HB125** MEDICAID EXPANSION (CARNEY J, ANTONIO N) To permit the Medicaid program to cover the eligibility expansion group authorized by the Patient Protection and Affordable Care Act and to make an appropriation.
Current Status: 4/17/2013 - Referred to Committee House Finance and Appropriations
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_125
- HB255** MEDICAID ELIGIBILITY (BECKER J) To revise the law governing eligibility for the Medicaid program and to abolish the Medicaid Buy-In for Workers with Disabilities Program.
Current Status: 10/16/2013 - House Health and Aging, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_255
- SB9** INSURANCE AGENTS EDUCATION REQUIREMENTS (BACON K) To specify licensing and continuing education requirements for insurance agents involved in selling, soliciting, or negotiating sickness and accident insurance through a health benefit exchange
Current Status: 6/4/2013 - SIGNED BY GOVERNOR; Eff. 9/4/2013
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_9
- SB88** OHIO HEALTH BENEFIT EXCHANGE PROGRAM (SKINDELL M) To establish the Ohio Health Benefit Exchange Agency and to establish the Ohio Health Benefit Exchange Program consisting of an exchange for individual coverage and a Small Business Health Options Program.
Current Status: 4/10/2013 - Senate Insurance and Financial Institutions, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_88



SHRM LEGISLATIVE TRACKING

SB104 OHIO HEALTH CARE PLAN (SKINDELL M) To establish and operate the Ohio Health Care Plan to provide universal health care coverage to all Ohio residents.
Current Status: 4/16/2013 - Referred to Committee Senate Medicaid, Health and Human Services
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_104

Labor Relations

HB151 RIGHT TO WORK-PRIVATE EMPLOYERS (ROEGNER K) To prohibit any requirement that employees of private employers join or pay dues to any employee organization and to establish civil and criminal penalties against employers who violate that prohibition.
Current Status: 6/4/2013 - House Manufacturing and Workforce Development, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_151

HB152 RIGHT TO WORK-PUBLIC EMPLOYEES (MAAG R) To remove any requirement under the Public Employees Collective Bargaining Law that public employees join or pay dues to any employee organization.
Current Status: 5/7/2013 - Referred to Committee House State and Local Government
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_152

HJR5 RIGHT TO WORK (ROEGNER K, MAAG R) Proposing to enact Section 22 of Article I of the Constitution of the State of Ohio to prohibit employees from being forced to participate in a labor organization as a condition of employment.
Current Status: 6/4/2013 - House Manufacturing and Workforce Development, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/res.cfm?ID=130_HJR_5

Taxation

HB107 CAREER EXPLORATION INTERNSHIPS-TAX CREDIT (BAKER N) To authorize a tax credit for businesses that employ high school students in career exploration internships.
Current Status: 12/3/2013 - Referred to Committee Senate Finance
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_107

HB230 TAX CREDIT-FOOD DONATIONS (GROSSMAN C, ANIELSKI M) To authorize an income tax or commercial activity tax credit for businesses that donate food inventory to charitable organizations.
Current Status: 10/2/2013 - House Ways and Means, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_230

SB89 EARNED INCOME TAX CREDIT (SKINDELL M) To grant a state earned income tax credit equal to a percentage of the federal earned income tax credit.
Current Status: 6/11/2013 - Senate Ways and Means, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_89



SHRM LEGISLATIVE TRACKING

Unemployment Compensation

- HB2** UNEMPLOYMENT COMPENSATION CLAIMANT (DERICKSON T, BROWN T) To require an unemployment compensation claimant to register with OhioMeansJobs to be eligible for unemployment compensation benefits and to require a claimant to contact a local one-stop office beginning with the eighth week of filing for unemployment.
Current Status: 7/11/2013 - SIGNED BY GOVERNOR; Eff. 10/11/2013
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_2
- HB22** MILITARY SPOUSE UNEMPLOYMENT COMPENSATION (PILLICH C) To permit persons who quit work to accompany the person's spouse on a military transfer to be eligible for unemployment compensation benefits.
Current Status: 2/13/2013 - House Commerce, Labor and Technology, (First Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_22
- HB37** SHAREDWORK OHIO PROGRAM (DUFFEY M, SCHERER G) To create the SharedWork Ohio Program and to declare an emergency.
Current Status: 7/11/2013 - SIGNED BY GOVERNOR; Eff. 7/11/2013
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_37
- HB55** UNEMPLOYMENT ELIGIBILITY-MILITARY SPOUSE (PILLICH C, TERHAR L) To permit persons who quit work to accompany the person's spouse on a military transfer to be eligible for unemployment compensation benefits.
Current Status: 2/27/2013 - House Commerce, Labor and Technology, (Third Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_55
- HB329** FEDERAL FUNDS REPAYMENT-UNEMPLOYMENT BENEFITS (HALL D) To require the Director of Budget and Management to make payments on the balance of amounts borrowed by the state from the federal government to issue unemployment benefits and to make an appropriation.
Current Status: 11/6/2013 - Referred to Committee House Finance and Appropriations
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_329
- HB338** WORKERS' COMPENSATION-UNEMPLOYMENT COMPENSATION COVERAGE (MCGREGOR R, HOTTINGER J) To establish a test to determine whether an individual providing services for or on behalf of certain motor transportation companies is considered an employee under Ohio's Overtime, Workers' Compensation, and Unemployment Compensation Laws.
Current Status: 11/12/2013 - Referred to Committee House Commerce, Labor and Technology
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_338
- SB8** UNEMPLOYMENT COMPENSATION BENEFITS-MILITARY SPOUSE (LAROSE F) To permit persons who quit work to accompany the person's spouse on a military transfer to be eligible for unemployment compensation benefits.
Current Status: 9/19/2013 - Referred to Committee House Military and Veterans Affairs
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_8



SHRM LEGISLATIVE TRACKING

SB14 UNEMPLOYMENT COMPENSATION LAW (KEARNEY E) To authorize programs and tax credits to encourage the hiring of unemployed individuals, to make changes to the Unemployment Compensation Law.
Current Status: 9/24/2013 - Senate Finance, (First Hearing)
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> SB 14

SB25 SHAREDWORK OHIO PROGRAM (PETERSON B, LAROSE F) To create the SharedWork Ohio Program and to declare an emergency.
Current Status: 4/10/2013 - Referred to Committee House Commerce, Labor and Technology
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> SB 25

Workers' Compensation

HB33 INDUSTRIAL COMMISSION BUDGET (HACKETT R) To make appropriations for the Industrial Commission for the biennium beginning July 1, 2013, and ending June 30, 2015, and to provide authorization and conditions for the operation of Commission programs.
Current Status: 3/26/2013 - SIGNED BY GOVERNOR; Eff. 3/26/2013
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> HB 33

HB34 WORKERS' COMPENSATION BUDGET (HACKETT R) To make appropriations for the Bureau of Workers' Compensation for the biennium beginning July 1, 2013, and ending June 30, 2015; and to provide authorization and conditions for the operation of the Bureau's programs.
Current Status: 3/26/2013 - SIGNED BY GOVERNOR; Eff. 3/26/2013
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> HB 34

HB143 WORKERS' COMPENSATION (DEVITIS A, BUTLER, JR. J) To require the Administrator of Workers' Compensation to include in the notice of premium rate that is applicable to an employer for an upcoming policy year the mathematical equation used by the Administrator to determine the employer's premium rate.
Current Status: 5/14/2013 - House Insurance, (First Hearing)
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> HB 143

SB176 ILLEGAL ALIENS-WORKERS' COMPENSATION (SEITZ B) To prohibit illegal and unauthorized aliens from receiving compensation and certain benefits under Ohio's Workers' Compensation Law.
Current Status: 11/6/2013 - Senate Commerce and Labor, (First Hearing)
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> SB 176

Workforce Development

HB1 OHIO WORKFORCE DEVELOPMENT LAW (DERICKSON T, ROMANCHUK M) To require a local workforce investment area to use OhioMeansJobs as the local workforce investment area's job placement system, to rename county one-stop systems, and to make other changes to Ohio's Workforce Development Law.
Current Status: 6/27/2013 - SIGNED BY GOVERNOR; Eff. 9/27/2013
State Bill Page: <http://www.legislature.state.oh.us/bills.cfm?ID=130> HB 1



SHRM LEGISLATIVE TRACKING

- HB63** TAX CREDIT- OIL AND GAS PRODUCTION (CERA J, O'BRIEN S) To establish a nonrefundable commercial activity tax credit for companies involved in horizontal well drilling or related oil and gas production services that hire Ohio residents or dislocated workers.
Current Status: 2/20/2013 - Referred to Committee House Ways and Means
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_63
- HCR23** FEDERAL WORKFORCE INVESTMENT ACT (DERICKSON T, ROMANCHUK M) To urge the Congress of the United States to take action on the federal Workforce Investment Act to allow states greater flexibility to address current economic realities.
Current Status: 10/22/2013 - REPORTED OUT, Senate Workforce and Economic Development, (Third Hearing)
State Bill Page: http://www.legislature.state.oh.us/res.cfm?ID=130_HCR_23
- SB1** OHIOMEANSJOBS WORKFORCE DEVELOPMENT REVOLVING LOAN FUND (BEAGLE B, BALDERSON T) To create the OhioMeansJobs Workforce Development Revolving Loan Fund, to create the OhioMeansJobs Workforce Development Revolving Loan Program, to allocate a portion of casino license fees to finance the loan program, and to make an appropriation.
Current Status: 7/11/2013 - SIGNED BY GOVERNOR; Eff. 10/11/2013
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_1
- SB2** OHIO'S WORKFORCE DEVELOPMENT LAW (LEHNER P, BEAGLE B) To require a local workforce investment area to use OhioMeansJobs as the local workforce investment area's job placement system, to rename county one-stop systems, and to make other changes to Ohio's Workforce Development Law.
Current Status: 4/10/2013 - Referred to Committee House Manufacturing and Workforce Development
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_2
- Misc.**
- HB59** BIENNIAL BUDGET (AMSTUTZ R) To make operating appropriations for the biennium beginning July 1, 2013, and ending June 30, 2015; to provide authorization and conditions for the operation of state programs.
Current Status: 6/30/2013 - SIGNED BY GOVERNOR
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_59