



# The Ohio SHRM State Council

## *Monthly Legislative Report*



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### ***Table of Contents***

Top HR News in Ohio . . . . . 2-3  
Fast Moving Legislation . . . . . 3





## UPCOMING EVENTS IN 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. To register online click [here](#).

**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. To register online click [here](#).

## TOP HR NEWS IN OHIO

### ***Primary Candidates Announced***

On February 18, Secretary of State Jon Husted released a list of certified candidates for statewide offices up for grabs in the upcoming primary election on May 6. Click [here](#) to see the entire list.

### ***2014 State of the State***

Governor John Kasich's delivered his 2014 State of the State address in Medina, Ohio, on Monday, February 24. During the speech, Kasich touted the success of his job creation efforts with JobsOhio. Additionally, he offered details of what he plans to propose in the upcoming mid-biennium review budget (MBR). Among those items to be included in the budget are an additional personal income tax cut, academic credits for returning veterans, efforts to curtail prescription drug abuse and tobacco addiction, and a continued focus on improving education for Ohioans – pre-K through college. To see the full transcript of the speech, click [here](#).

### ***State + National Unemployment***

On January 24, the Ohio Department of Job and Family Services announced that Ohio's unemployment rate was 7.2 percent in December, 2013, down from 7.4 percent in November. On February 7, the U.S. Bureau of Labor Statistics reported that the national unemployment rate fell slightly to 6.6 percent in January as the nation added 113,000 jobs. Employment grew in construction, manufacturing, wholesale trade, and mining.

Thousands of Ohio residents and over a million people across the country lost their long-term unemployment benefits (known as emergency unemployment compensation or EUC) at the beginning of the 2014, after Congress passed a budget without addressing the issue before breaking for the holidays. The Ohio Department of Job and Family Services estimated that 40,000 to 42,000 Ohio residents were affected by the federal cuts.

With the ending of EUC, states will likely see a drop in the total unemployment rate in the coming months as individuals who continued to consider themselves to be in the workforce for purposes of claiming EUC will now officially choose to drop out of the workforce or take jobs that are available. This effect was observed most recently in a case study performed by researchers at the University of Pennsylvania. Their review of the North Carolina experience concluded that the ending of North Carolina's EUC program since June 30, 2013 contributed to a reduction in the total unemployment rate and an increase in the number of jobs created in that state. Click [here](#) for a copy of the study.

There should be a renewed focus on job search and reemployment at the earliest stage of unemployment. There should also be appropriate assessment, training and referral of individuals who are longer term unemployed to the array of workforce programs that are available. For employers in some industries it may also mean that a larger population



## TOP HR NEWS IN OHIO

of unemployed workers will be more likely to accept jobs, improving the overall pool of serious applicants. A growing economy also provides opportunities for on the job training, employer customized training programs, apprenticeship and programs requiring skills certifications.

## FAST MOVING LEGISLATION

### ***Employment Law***

**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](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](http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_347)

### ***Healthcare***

**HB117** CAPTIVE INSURANCE COMPANIES (HACKETT R, STINZIANO M) To provide for the operation of captive insurance companies in Ohio.

**Current Status:** 2/25/2014 - Senate Insurance and Financial Institutions, (Third Hearing)

**State Bill Page:** [http://www.legislature.state.oh.us/bills.cfm?ID=130\\_HB\\_117](http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_117)

### ***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:** 2/25/2014 - House Finance and Appropriations, (Fifth Hearing)

**State Bill Page:** [http://www.legislature.state.oh.us/bills.cfm?ID=130\\_HB\\_107](http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_107)

### ***Unemployment Compensation***

**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:** 2/26/2014 - House Commerce, Labor and Technology, (Fourth Hearing)

**State Bill Page:** [http://www.legislature.state.oh.us/bills.cfm?ID=130\\_HB\\_338](http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_338)

### ***Workers' Compensation***

**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:** 1/29/2014 - Senate Commerce and Labor, (Second Hearing)

**State Bill Page:** [http://www.legislature.state.oh.us/bills.cfm?ID=130\\_SB\\_176](http://www.legislature.state.oh.us/bills.cfm?ID=130_SB_176)