



The Ohio SHRM State Council

Monthly Legislative Report



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2014 EVENT WRAP-UPS

National SHRM Employment Law & Legislative Conference Wrap-Up

Thank you to those who attended the 2014 SHRM Employment Law & Legislative Conference in Washington, D.C., on March 17-19. The lineup of speakers, including Tucker Carlson, Paul Begala, Jeffrey Toobin, Carly Fiorina and U.S. Secretary of Labor Thomas Perez, was outstanding! The conference brought together nearly 500 HR professionals from across the country. Many of us stayed through the final day of the conference on Wednesday to attend meetings with our lawmakers' legislative aides on Capitol Hill.

For those of you who attended the conference, I hope it was a rewarding experience, that the sessions were informative and beneficial, and that the meetings with congressional staff were productive. For those unable to attend, please make sure to save the date for next year. The 2015 SHRM Employment Law & Legislative Conference is scheduled for March 23-25, 2015 in Washington, D.C. Click here for more information regarding the conference. My hope is that we will have at least 1 member from each Ohio chapter attend next year's conference.



Ohio attendees with U.S. Senator Rob Portman at the 2013 SHRM Employment Law & Legislative Conference in Washington, D.C.

2014 Ohio SHRM Employment Law & Legislative Conference Wrap-Up



Ohio Senate President Keith Faber speaking on past accomplishments and future goals of the Ohio Senate to create jobs and stimulate Ohio's economy.

Attendees at the 2014 Ohio SHRM Employment Law & Legislative Conference in Columbus, Ohio, heard from the Chief Legal Counsel of the Ohio Civil Rights Commission on the Top 10 Blunders in discrimination claims. They also heard from Carrie Haughwout, Assistant Director of Health Policy for the Ohio Department of Insurance, on the Affordable Care Act. The keynote speaker this year, Ohio Senate President Keith Faber, gave an outstanding presentation about the work Ohio's General Assembly has done and what issues they are still focused on to create jobs and reduce red tape for Ohio employers.

The legislative schedule is sometimes as unpredictable as the weather, but this year's attendees were able to witness House session firsthand. Conference attendees filled the entire South Gallerie in the House Chambers. The change in House

Session prevented many members from attending our legislative reception, but unfortunately the legislative process is an inexact science! Thank you for all that attended the 2014 Ohio SHRM Employment Law & Legislative Conference. Information regarding next year's conference and a save the date will be posted on www.ohioshrm.org website as soon as they are available. My hope is that we will have at least 3-4 members from each local chapter attend at the conference next year.



2014 Ohio SHRM Employment Law & Legislative Conference attendees in the South Gallerie of the Ohio House of Representatives.

As we all know, it is important that we continue to communicate with policymakers about legislative and regulatory proposals that have potential implications for the workplace at both the state and federal level. HR Advocacy is not a once a year event, but a continuous stream of information related to issues affecting the industry on a daily basis. Few things are more powerful than when we represent the voice of the HR profession!



TOP HR NEWS IN OHIO

Important Election Dates for the Remainder of 2014

May 6 – Primary election day

Aug. 6 – Constitutional Amendments proposed by joint resolution of the GA filed with SoS (90 days before the election)

Oct. 6 – Deadline for voter registration for Nov. 4 general election

Nov. 4 – General election day

For a full list of certified candidates and local and statewide ballot issues for the May 6 primary election click [here](#).

Federal Judge Rules Ohio Must Recognize Out-of-State Gay Marriages

On April 14, U.S. District Court Judge Timothy Black issued a ruling that ordered the State of Ohio to recognize gay marriages performed legally in other states. The judge issued a temporary stay, however, asking both sides to file arguments on whether to continue the stay until an appeals court can rule. All arguments are due by Tuesday, April 15, and Black said he will act quickly on whether to delay the ruling until the U.S. Sixth Circuit Court of Appeals can review it.

If Ohio goes on to become a state that legally recognizes same-sex marriages, the corresponding rights that go into effect for same sex spouses may have a big impact on the employer of one or both spouses. The employer will most likely need to make adjustments to their policies on benefits and leave, including policies involving the IRS, FMLA and ERISA.

Unemployment Compensation

U.S. Senators Sherrod Brown (D-OH) and Rob Portman (R-OH) are part of a bipartisan group of 10 senators who recently reached a deal to reauthorize long-term unemployment insurance (UI) benefits for five months. The Senate voted 65-34 to advance [S.1747](#) – Emergency Unemployment Compensation Extension Act of 2013. The legislation would allow for retroactive payments to eligible beneficiaries going back to Dec. 28, 2013. According to a statement from Speaker John Boehner, the House likely won't advance the Senate deal, because it doesn't include job-creating measures.

State + National Unemployment

On March 21, the Ohio Department of Job and Family Services (ODJFS) announced that Ohio's unemployment rate fell to the lowest point since the recent recession, hitting 6.5 percent in February. Meanwhile, the number of workers unemployed fell by 18,000, going from 395,000 in January, when the unemployment rate was 6.9 percent, to 377,000 in February, causing the drop in the unemployment rate.

According to an April 4 announcement from the U.S. Bureau of Labor Statistics, the national unemployment rate was 6.7 percent in March, unchanged from February.

FAST MOVING LEGISLATION

Healthcare

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

Current Status: 3/11/2014 - SUBSTITUTE BILL ACCEPTED, Senate Insurance and Financial Institutions, (Fourth Hearing)

State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_117



FAST MOVING LEGISLATION

Labor Relations

- HB502** MINIMUM WAGE INCREASE (FOLEY M, HAGAN R) To increase the state minimum wage to ten dollars and ten cents an hour beginning January 1, 2015.
Current Status: 4/1/2014 - Referred to Committee House Commerce, Labor and Technology
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_502

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: 3/12/2014 - House Commerce, Labor and Technology, (Fifth Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_338

Workers' Compensation

- HB431** WORKERS' COMPENSATION-MEDICAID ELIGIBILITY STUDY COMMITTEE (SEARS B, HENNE M) To create the Workers' Compensation and Medicaid Eligibility Study Committee.
Current Status: 2/25/2014 - Referred to Committee House Health and Aging
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_431
- HB493** MBR-WORKERS' COMPENSATION (SEARS B, HENNE M) To make changes to Ohio's Workers' Compensation Law and to make an appropriation.
Current Status: 4/9/2014 - PASSED BY HOUSE; Bill Amended Vote 87-4
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_493

Workforce Development

- HB486** WORKERS' COMPENSATION-MEDICAID ELIGIBILITY STUDY COMMITTEE (SEARS B, HENNE M) To create the Workers' Compensation and Medicaid Eligibility Study Committee.
Current Status: 4/9/2014 - PASSED BY HOUSE; Vote 87-0
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_486

Miscellaneous

- HB472** MBR-MID-BIENNIUM BUDGET REVIEW (MCCLAIN J) To make operating and other appropriations and to provide authorization and conditions for the operation of state programs.
Current Status: 3/26/2014 - House Ways and Means, (Third Hearing)
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_472

Enacted Legislation

- 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: 11/20/2013 - PASSED BY HOUSE; Vote 86-0
State Bill Page: http://www.legislature.state.oh.us/bills.cfm?ID=130_HB_107