

OHIO RESTAURANT



ASSOCIATION™

1525 Bethel Road, Suite 201  
Columbus, OH 43220-2054

May 18, 2016

The Honorable Kevin Bacon  
Chairman, Civil Justice Committee  
Ohio Senate  
1 Capitol Square, Ground Floor  
Columbus, OH 43215

RE: Proponent of Senate Bill 268-The Employment Law Uniformity Act

Dear Chairman Bacon:

The Ohio Restaurant Association (ORA), founded in 1920, is the leading business trade association for the Ohio foodservice industry, the third largest, private sector employer in Ohio. ORA represents the interests of the \$21.5 billion restaurant industry, which is comprised of 21,000 locations and a workforce of more than 572,000 employees. Senate Bill 268 improves Ohio's employment discrimination laws by allowing for timely, fair, and efficient resolution of claims for both employers and employees. Increasing uniformity with federal law allows for easier compliance for employers eliminates the competitive disadvantage caused by employment discrimination laws that are out of line with federal law and those of other states.

SB 268 reduces the statute of limitations for employment discrimination lawsuits from six years to one year. This allows for timely and fair resolution of alleged incidents of discrimination. It also eliminates the financial and logistical burden of maintaining six years' worth of employee records. Further, SB 268 prevents employers from being forced to defend a claim in both the Ohio Civil Rights Commission and civil court at the same time; which increases efficiency and helps reduce legal costs. Finally, by eliminating individual supervisor liability for private employers, as has already been done for public employers by the Ohio Supreme Court, SB 268 allows supervisors to make sound human resources and management decisions without fear of being sued.

SB 268 increases efficiency, allows for greater predictability, and improves Ohio's legal climate. Accordingly, the Ohio Restaurant Association urges the Civil Justice Committee to favorably recommend SB 268.

Sincerely,

Joe Rosato  
Director of Government Affairs  
Ohio Restaurant Association

cc: The Honorable Keith Faber, Senate President  
The Honorable Bill Seitz, Sponsor of SB 268  
Senate Civil Justice Committee Members