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May 17, 2016

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

RE: Senate Bill 268 – Written Proponent Testimony

Dear Chairman Bacon:

The Ohio Manufacturers' Association (OMA) appreciates the opportunity to provide written proponent testimony on behalf of Senate Bill 268. As Senator Seitz noted in his sponsor testimony, Ohio is at a competitive disadvantage with employment discrimination laws that are meaningfully dissimilar than federal laws. These differences between the state and federal laws create an administrative burden for Ohio's manufacturers and other Ohio employers. Bringing Ohio's laws in line with their federal counterparts creates a more predictable and consistent system for employers and employees alike, and does not disrupt individuals' avenues to assert discrimination violations.

In the critical areas of statute of limitations, dual actions, individual supervisor liability, non-economic and punitive damages, affirmative defenses, mediation, and age discrimination, the bill improves Ohio's laws. We agree with other proponents that the bill encourages predictability, stability, and administrative efficiency for Ohio manufacturers. This legislation gives human resources professionals the first opportunity to resolve personnel complaints and rectify detrimental workplace behavior before it results in costly litigation.

The OMA appreciates the time and effort Senator Seitz has invested in crafting this legislation and we encourage a swift, affirmative vote of the esteemed committee.

Sincerely,

Robert Brundrett
Director, Public Policy Services
The Ohio Manufacturers' Association