

Chairman of the Board
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President
ERIC L. BURKLAND

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 301 – Written Opponent Testimony

Dear Chairman Bacon:

The Ohio Manufacturers' Association (OMA) appreciates the opportunity to provide written opponent testimony to Senate Bill 301. Senate Bill 301 requires an employer to make certain accommodations for conditions related to an employee's pregnancy.

The OMA has historically opposed bills that would create a new class of protected individuals when these classes already have adequate workplace protections under the law. Both the Pregnancy Discrimination Act and the Americans with Disabilities Act provide protections in current law for conditions related to an employee's pregnancy.

By creating new state laws which are duplicative of federal laws, the state not only increases administrative burdens for employers, but also runs the risk of setting precedent for allowing more and other conditions to have their own separate considerations under the law. This defies the administrative certainty businesses rely upon when managing employment issues.

The OMA thanks you and the committee for considering our position on this matter. We urge the Senate to review current law and refrain from creating duplicative state laws that administratively burden employers and provide no indicated relief to employees.

Thank you, Chairman. We would be happy to discuss this matter further.

Sincerely,

A handwritten signature in blue ink, appearing to read "Robert A. Brundrett".

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