

Chairman of the Board  
**WILLIAM E. SOPKO**  
President, William Sopko & Sons Co., Inc.



President  
**ERIC L. BURKLAND**

December 7, 2016

The Honorable Cliff Rosenberger  
Speaker of the Ohio House of Representatives  
77 S. High Street, 14<sup>th</sup> Floor  
Columbus, OH 43215

The Honorable Keith Faber  
President, The Ohio Senate  
Statehouse  
Columbus, OH 43215

**RE: Opposition to Sub. Senate Bill 199**

Dear Speaker Rosenberger and Senate President Faber:

We write to convey great concern with referenced legislation. Employment counsel for the Ohio Manufacturers' Association has reviewed the recently amended legislation.

The bill revises R.C. Chapter 4112, Ohio's anti-discrimination laws and creates a new protected class, namely concealed carry licensees or their equivalent who possess a concealed carry weapon in a motor vehicle on an employer's property.

These new amendments go far beyond the bill's original intent, which appears to have been to allow military personnel to have the same rights and protections as concealed carry owners without having to go through the concealed carry application/training process.

Our biggest concern with this bill is that it adds an entirely new protected class that has never existed before. This bill essentially equates the right to carry a concealed weapon in their vehicle on an employer's premises with race, age, sex, etc. Certainly, many employers would question whether these are comparable protected classifications.

In creating this new protected class, the bill starts down a very slippery slope and greatly expands the characteristics that have been historically protected by discrimination laws. The creation of a new class will certainly increase the number of discrimination charges filed with the Ohio Civil Rights Commission.

Private employers generally ban employees from possessing weapons on the employer's premises, including weapons kept in motor vehicles. This bill takes away a private property owner's right to regulate the presence of weapons on its property and ensure a safe workplace for its employees.

For these reasons we oppose the bill as amended and urge removal of the new provisions. Thank you for considering our perspectives.

Sincerely,

Ryan Augsburger  
Vice President & Managing Director of Policy Services

Rob Brundrett  
Director of Public Policy Services