



**THOMPSON
HINE**

August 2008

**OHIO HEALTHY FAMILIES ACT:
RESPONSE TO GOVERNOR
STRICKLAND'S LETTER TO
BUSINESS COMMUNITY**

As you may be aware, it is likely that an initiative will be placed on November's ballot asking voters to approve the Ohio Healthy Families Act, which would require Ohio employers with 25 or more employees to provide a minimum of seven days of paid sick leave to employees who work at least 30 hours per week. Employees working fewer than 30 hours per week would receive a prorated number of paid sick days.

There has been much discussion of negative effects that the Ohio Healthy Families Act might have on employers doing business in Ohio and on the attraction of new business and jobs to Ohio. Of specific concern to employers is the short time frame allowed for compliance with the act if passed.

In a July 30, 2008 letter to the business community, Governor Ted Strickland stated that the initiative will very likely be placed on the November ballot, and early polling indicates that it is likely to pass. If the ballot initiative passes in November, employers will only have until December to bring their policies into compliance.

Governor Strickland has asked proponents of the ballot initiative and the business community to engage in compromise discussions and propose a revised Ohio Healthy Families Act that could be signed into law by Governor Strickland by September 5, 2008 – the last day proponents of the ballot initiative can take the original version of the act off the ballot. One of the key issues of compromise identified by the governor is ensuring that the time frame for compliance with the act – once signed into law – is expanded to allow employers adequate time to assess their current leave policies and make needed changes. Thompson Hine is encouraging its clients to participate in the compromise discussions requested by Governor Strickland by contacting the governor's office at 614.728.7342 or policy@governor.ohio.gov.

We do not believe that there is an immediate need to change your current leave policies. We will know at the beginning of September whether the current version of the Ohio Healthy Families Act will appear on the November ballot or whether a compromise has been reached, and will advise you accordingly.

FOR MORE INFORMATION

If you would like more information about the Ohio Healthy Families Act, please contact Adam Fuller at 216.566.5665 or Adam.Fuller@ThompsonHine.com, or your primary Thompson Hine Labor & Employment lawyer. For a list of Thompson Hine Labor & Employment lawyers, please go to http://www.ThompsonHine.com/practices/Labor_Employment/lawyers/.

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