

Why a Compromise and Why Now

- It's not too late to develop a compromise proposal. Statutorily, September 5th is the last day that proponents can remove the current language from the ballot. There is time, albeit not a lot, for a compromise to be passed by the legislature and signed into law by Sept 5th.
- Leading proponents of the Healthy Families Act are at the table and participating in negotiations with some in the business community.
- A compromise will get the current Healthy Families Act language off the ballot and new language, responsive to articulated business concerns, is already being discussed.
- As new legislative language is developed, there is an opportunity for businesses to address specific concerns like maximizing absence notice and guarding against abusive use of leave.
- New language can also help assure that employers already providing paid time off to their employees will need to do little to comply with the new law. And it can further clarify that thousands of employers with fewer than 25 employees are exempt from the law altogether.
- An expensive and contentious three month high-profile debate about why Ohio may or may not be a competitive place to do business is not good for anyone—not workers, not employers, and not Ohio. With a negotiated paid sick leave compromise, we can stand together supporting the economic growth of our state.
- Based on polling, many believe the current ballot initiative will likely pass, even with an expected aggressive campaign against it.
- If the people of Ohio do vote this act into law, there will no longer be this opportunity to compromise and write the language in a way that many businesses believe will be more satisfactory. The ballot proposal will be law.
- If the ballot language passes in November, businesses will be required to comply in December. A legislative compromise could contain an effective date that allows businesses more time to modify policies and systems for compliance.
- There is risk for opponents of the ballot issue to depend upon elected officials – in a lame duck legislative session or otherwise – to “fix” the law if it is passed by the voters. Ohio's elected leaders, even legislative opponents of the ballot issue, may understandably be reluctant to appear to be thwarting the will of the people expressed at the ballot box.