



TED STRICKLAND
GOVERNOR
STATE OF OHIO

July 30, 2008

Dear Member of Ohio's Business Community:

Over the last several weeks, we have been approached by many businesses throughout Ohio who have expressed concerns with the Healthy Families Act—the paid sick leave bill that is headed toward the ballot this fall. We would like to take this time to share with you the most recent steps taken to address some of the concerns the business community has raised. In addition, we would like to formally invite you to be a part of what we believe is the most promising outcome possible.

In the coming days, proponents of the Healthy Families Act are fully expected to submit an adequate number of valid signatures needed to place the initiative on the ballot this fall. While mounting an aggressive campaign against the measure in hopes of defeating it is certainly an understandable strategy for those in opposition to the Healthy Families Act, we would like to suggest another route for you to consider—an alternative that is well underway and is what we believe is best for Ohio.

From conversations we've had with some members of the business community as well as proponents of the Healthy Families Act, we believe that a compromise is possible that balances the proponents' interest in assuring Ohio employees a number of paid sick days with employers' need to efficiently manage their operations. We also believe the compromise can address many of the administrative concerns of the business community and result in the current Healthy Families Act being taken off the ballot. We have attached to this letter the principles that are guiding these compromise conversations.

By engaging in compromise discussions, businesses have an opportunity to address specific concerns like increments of leave, maximizing absence notice and guarding against abusive use of leave. Compromise language can also help assure that those employers already providing paid time off to their employees will need to do little to comply with the law. Definitions can be added or clarified, for example, making it absolutely clear that thousands of employers with fewer than 25 employees are exempt from the law altogether.

If members of the business community, the proponents of the Healthy Families Act, and the legislature do agree upon a compromise construct in the coming days, we would collectively work to craft the final compromise language so it could be passed and

signed into law before September 5th—the last day the proponents, by statute, can take the original version of the bill off the ballot.

Again, we have had very promising conversations and plan to continue this dialogue in the coming weeks. Time is short, but if you want to be part of crafting a compromise bill, we welcome you to join us in discussions.

Finally, please also see attached to this letter a document entitled “Why a Compromise and Why Now” that further lays out the benefits of this legislative strategy. To be a part of the compromise effort, please contact us at 614.728.7342 or policy@governor.ohio.gov.

Sincerely,

A handwritten signature in black ink that reads "Ted Strickland". The signature is fluid and cursive, with the first name "Ted" being more prominent.

Ted Strickland
Governor

A handwritten signature in black ink that reads "Lee Fisher". The signature is stylized, with a large, sweeping "L" and "F" that are connected.

Lee Fisher
Lt. Governor