



Am. Sub. H.B. 183
125th General Assembly
(As Passed by the General Assembly)

Reps. Daniels, Allen, C. Evans, Seitz, Setzer, Raga, Ujvagi, Young, McGregor, Barrett, Carano, Cates, Chandler, Cirelli, Clancy, DeBose, Domenick, Jolivette, Niehaus, Olman, T. Patton, Schaffer, Schlichter, Schmidt, Webster, Yates

Sens. Fedor, Prentiss, Nein, Carey, Padgett, Zurz, DiDonato, Austria

Effective date: *

ACT SUMMARY

- Requires all professional employer organizations operating in Ohio (employers that specialize in "leasing" employees to other employers) to register with the Administrator of Workers' Compensation.
- Imposes various requirements on professional employer organizations including that they comply with workers' compensation laws.
- Extends the time period during which the Administrator of Workers' Compensation may grant immediate allowance and make immediate payment of medical bills for medical conditions that have a historical record of being allowed whenever included in a claim, from April 10, 2004 to September 30, 2005.
- Exempts from required workers' compensation coverage an individual who is incorporated as a corporation.
- Repeals the existing Pressure Piping Law and replaces it with a new Pressure Piping Law.

** The Legislative Service Commission had not received formal notification of the effective date at the time this analysis was prepared. Additionally, the analysis may not reflect action taken by the Governor.*

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CONTENT AND OPERATION

Regulation of professional employer organizations

Under the act, a professional employer organization (hereafter "PEO") is a business entity that enters into an agreement with one or more client employers for the purpose of "coemploying" all or part of the client employer's workforce at the client employer's worksite. (Sec. 4125.01.) The act requires a PEO with whom a shared employee is co-employed to do all of the following:

(1) Pay wages associated with a shared employee pursuant to the terms and conditions of compensation in the professional employer organization agreement between the PEO and the client employer;

(2) Pay all related payroll taxes associated with a shared employee independent of the terms and conditions contained in the professional employer organization agreement between the PEO and the client employer;

(3) Maintain workers' compensation coverage, pay all workers' compensation premiums and manage all workers' compensation claims, filings, and related procedures associated with a shared employee in compliance with workers' compensation laws, except that when shared employees include family farm officers, ordained ministers, or corporate officers of the client employer, payroll reports must include the entire amount of payroll associated with those persons;

(4) Provide written notice to each shared employee it assigns to perform services to a client employer of the relationship between and the responsibilities of the PEO and the client employer;

(5) Maintain complete records separately listing the manual classifications of each client employer and the payroll reported to each manual classification for each client employer for each payroll reporting period during the time period covered in the professional employer organization agreement;

(6) Maintain a record of workers' compensation claims for each client employer;

(7) Within 14 days after receiving notice from the Bureau of Workers' Compensation that a refund or rebate will be applied to workers' compensation premiums, provide a copy of that notice to any client employer to whom that notice is relevant. (Sec. 4125.03(A).)

Direction and control over shared employees

Under the act, the PEO with whom a shared employee is co-employed has a right of direction and control over each shared employee assigned to a client employer's location. However, a client employer may retain sufficient direction and control over a shared employee as is necessary to conduct the client employer's business and to discharge any fiduciary responsibility that it may have, or to comply with applicable licensure, regulatory, or statutory requirements of the client employer. (Sec. 4125.03(B) and (C).)

The act specifies that when a client employer enters into a professional employer organization agreement with a PEO, the PEO is the employer of record and the succeeding employer for the purposes of determining a workers' compensation experience rating. Also, the act reiterates that, in accordance with the Ohio Constitution and workers' compensation laws, the exclusive remedy for a shared employee to recover for injuries, diseases, or death incurred in the course of and arising out of the employment relationship against either the PEO or the client employer are those benefits provided under applicable workers' compensation laws. (Sec. 4125.04.)

Registration

The act requires a PEO operating in Ohio to register with the Administrator of the Bureau of Workers' Compensation on forms provided by the Administrator not later than 30 days after the act's effective date or not later than 30 days after the formation of a PEO, whichever occurs later. Following initial registration, each PEO must renew its registration with the Administrator on an annual basis.

Under the act, whoever violates the registration requirement is guilty of a minor misdemeanor (a fine of not more than \$100) and whoever "knowingly" violates the registration requirement is guilty of a second degree misdemeanor (incarceration for not more than 90 days or a fine of not more than \$750 or both). (Secs. 4125.05(A) and 4125.99.)

Initial registration and registration renewal must include all of the following information:

(1) A list of each of the PEO's client employers current as of the date of registration for purposes of initial registration or current as of the date of annual registration renewal, or within 14 days of adding or releasing a client that includes the client employer's name, address, federal tax identification number, and Bureau of Workers' Compensation risk number;

(2) A fee as determined by the Administrator;

(3) The name or names under which the PEO conducts business;

(4) The address of the PEO's principal place of business and the address of each office it maintains in this state;

(5) The PEO's taxpayer or employer identification number;

(6) A list of each state in which the PEO has operated in the preceding five years, and the name, corresponding with each state, under which the PEO operated in each state, including any alternative names, names of predecessors, and if known, successor business entities. (Sec. 4125.05(B).)

The act specifies that the list described in (1) above must be considered a trade secret (see *Definitions* below). It also requires that the Administrator establish the fee described in (2) above in an amount that does not exceed the cost of the administration of the initial and renewal registration process. (Sec. 4125.05(F) and (G).)

The act requires the Administrator, with the advice and consent of the Workers' Compensation Oversight Commission to adopt rules to require state-funded PEOs to provide security in the form of a bond or letter of credit assignable to the Bureau of Workers' Compensation not to exceed an amount equal to the premiums incurred for the two most recent payroll periods, prior to any discounts or dividends, to meet the financial obligations pursuant to workers' compensation laws. However, as an alternative to providing security in the form of a bond or letter of credit, the act requires the Administrator to permit a PEO to make periodic payments of prospective premiums and assessments to the Bureau or to submit proof of being certified by either a nationally recognized organization that



certifies PEOs or by a government entity approved by the Administrator. A PEO may appeal the amount of security required to an adjudicating committee appointed by the Administrator under the workers' compensation law concerning employer appeals of certain cost-related decisions. (Secs. 4125.05(C) and 4123.291.)

A PEO that qualifies for self-insurance or retrospective rating must abide by different financial disclosure and security requirements. (Sec. 4125.05(C) and (D).) In general, existing law unchanged by the act requires a self insuring employer to have a sufficient bond rating and demonstrate that if it sustains a catastrophic or severe workers' compensation loss, the employer has the ability to maintain its financial viability and to cover all costs. (Sec. 4123.35 and O.A.C. 4123-17-42 (not in act).)

Denying or revoking registration of a PEO

The Administrator must adopt rules in accordance with the Administrative Procedure Act to administer and enforce the act. (Sec. 4123.02.) The act allows the Administrator to deny or revoke the registration of a PEO and to rescind its status as a co-employer upon a finding that the PEO has done any of the following:

- (1) Obtained or attempted to obtain registration through misrepresentation, misstatement of material fact, or fraud;
- (2) Misappropriated any funds of the client employer;
- (3) Used fraudulent or coercive practices to obtain or retain business or demonstrated financial irresponsibility;
- (4) Failed to appear, without reasonable cause or excuse, in response to a subpoena lawfully issued by the Administrator;
- (5) Failed to comply with the requirements of the laws governing PEOs. (Sec. 4125.06(A).)

The Administrator's decision to deny or revoke a PEO's registration or to rescind its status as a co-employer is stayed, under the act, pending the exhaustion of all administrative appeals by the PEO. The Administrator must adopt rules that require that when an employer contacts the Bureau to determine whether a particular professional employer organization is registered, if the Administrator has denied or revoked that professional employer organization's registration or rescinded its status as a co-employer, and if all administrative appeals are not yet exhausted when the employer inquires, the appropriate Bureau personnel shall inform the inquiring employer of the denial, revocation, or rescission and the fact

that the professional employer organization has the right to appeal the Administrator's decision. (Sec. 4125.06(B).)

The act requires that, upon revocation of the registration of a PEO, all client employers associated with that PEO must file payroll reports and pay workers' compensation premiums directly to the Administrator on each client employer's own behalf at a rate determined by the Administrator based solely on the claims experience of the client employer. Each client employer associated with that PEO also must file on its own behalf the appropriate documents or data with all state and federal agencies as required by law with respect to any shared employee the client employer and the PEO shared. (Sec. 4125.06(C) and (D).)

The act specifies that, except to the extent necessary for the Administrator to administer the statutory duties of the Administrator and for employees of the state to perform their official duties, all records, reports, client lists, and other information obtained from a PEO with regard to registration are confidential, are considered trade secrets (see *Definitions* below), and are not allowed to be published or open to public inspection. (Sec. 4125.05(E).)

Termination and bankruptcy

Under the act, not later than 14 calendar days after the date on which a professional employer organization agreement is terminated, the PEO is adjudged bankrupt, the PEO ceases operations within the state of Ohio, or the registration of the PEO is revoked, the PEO is required to submit to the Administrator and to each client employer associated with that PEO a completed workers' compensation lease termination notice form provided by the Administrator. The completed form must include all client payroll and claim information listed in a format specified by the Administrator and notice of all workers' compensation claims that have been reported to the PEO in accordance with the organization's internal reporting policies. (Sec. 4125.07.)

Relationship to licensing and other laws

Under the act, a PEO, client employer, and a shared employee must abide by any applicable federal, state, or local licensing, registration, or certification statutes or regulations. An individual required to obtain and maintain a license, registration, or certification under law and who is a shared employee of a PEO and a client employer is an employee of the client employer for purposes of obtaining and maintaining the appropriate license, registration, or certification as required by law. The act specifies that a PEO does not engage in any occupation, trade, or profession that requires a license, certification, or registration solely by entering into a professional employer agreement with a client employer or coemploying a shared employee. (Sec. 4125.08.)

The act further specifies that nothing contained in the act's newly created PEO law or in any PEO agreement can affect, modify, or amend any collective bargaining agreement that exists on the act's effective date. It also says that nothing in this new PEO law alters the rights or obligations of any client employer, PEO, or shared employee under the "National Labor Relations Act," 49 Stat. 449, 29 U.S.C.A. 151 et seq., the "Railway Labor Act," 44 Stat. 577, 45 U.S.C.A. 151, or any other applicable federal or state law. (Sec. 4125.09.)

Definitions

In addition to the terms already discussed, the act defines the following terms relative to PEOs:

"Client employer" means a sole proprietor, partnership, association, limited liability company, or corporation that enters into a professional employer organization agreement and is assigned shared employees by the PEO.

"Co-employ" means the sharing of the responsibilities and liabilities of being an employer.

"Professional employer organization agreement" means a written contract to co-employ employees between a PEO and a client employer with a duration of not less than 12 months in accordance with the requirements of the laws governing PEOs.

"Shared employee" means an individual intended to be assigned to a client employer on a permanent basis, not as a temporary supplement to the client employer's workforce, who is coemployed by a PEO and a client employer pursuant to a professional employer organization agreement.

"Trade secret" means information, including the whole or any portion or phase of any scientific or technical information, design, process, procedure, formula, pattern, compilation, program, device, method, technique, or improvement, or any business information or plans, financial information, or listing of names, addresses, or telephone numbers, that satisfies both of the following:

(1) It derives independent economic value, actual or potential, from not being generally known to, and not being readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use.

(2) It is the subject of efforts that are reasonable under the circumstances to maintain its secrecy. (Sec. 4125.01.)



The definition of "employer" under the workers' compensation law also is specifically amended by the act to include PEOs. (Sec. 4123.01(B)(2).)

Immediate allowance of specified medical conditions

Under Section 3 of H.B. 75 of the 124th General Assembly, the Administrator, with the advice and consent of the Workers' Compensation Oversight Commission, was permitted to adopt rules that identify specified medical conditions that have a historical record of being allowed whenever included in a claim. The Administrator had to designate the rules to be effective only until April 10, 2004. Until that date, the Administrator could grant immediate allowance of any medical condition identified in those rules upon the filing of a claim involving that medical condition and make immediate payment of medical bills for any medical condition identified in those rules that was included in a claim. The act extends the period during which these rules are effective and the Administrator can immediately allow and make payment for the applicable medical conditions to September 30, 2005. (Sections 3 and 4.)

Individuals incorporated as a corporation exempt from Workers' Compensation

The act permits an individual incorporated as a corporation to be exempt from the Workers' Compensation Law. (Sec. 4123.01(A)(2)(c).)

Ohio's Pressure Piping Law

The act repeals the existing Pressure Piping Law (R.C. sections 4104.41 through 4104.48) and enacts a new Pressure Piping Law, as described below.

Prior law

Under prior law, each manufacturer, contractor, owner, or user of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems had to conduct tests required under rules adopted by the Board of Building Standards and certify in writing on forms provided by the Superintendent of Industrial Compliance in the Department of Commerce that the welding and brazing procedures used in the construction of those power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems met the standards established by the Board. (Sec. 4104.42(A).)

Former law required each manufacturer, contractor, owner, or user of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems who caused welding or brazing to be performed in the construction of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems to maintain at least one

copy of the forms described above and make that copy accessible to any individual certified by the Board. An individual certified by the Board had to examine those forms to determine compliance with the rules adopted by the Board. (Sec. 4104.42(B) and (C).)

An individual certified by the Board with reason to question the certification or ability of any welder or brazer had to report the concerns to the Superintendent. The Superintendent was required to investigate those concerns. If the Superintendent found facts that substantiated the concerns of the certified individual, the Superintendent could require the welder or brazer in question to become recertified by a private vendor in the same manner by which five-year recertification was required under the Pressure Piping Law. The Superintendent could utilize the services of an independent testing laboratory to witness the welding or brazing performed on the project in question and to conduct tests on coupons to determine whether the coupons met the requirements of the Board's rules. (Sec. 4104.42(D).)

Each manufacturer, contractor, owner, or user of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems who caused welding or brazing to be performed in the construction of a power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping system had to file with the Superintendent two complete copies of forms provided by the Superintendent that identify the welding and brazing procedure specifications and welder and brazer performance qualifications performed in the construction of that power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping system. (Sec. 4104.43(A).)

Upon receipt of those forms, the Superintendent had to review the welding and brazing procedure specifications and welder and brazer performance qualifications as indicated on the forms to determine compliance with the Board's rules. If the Superintendent found that the welding and brazing procedure specifications and welder and brazer performance qualifications complied with the requirements of the Board's rules, the Superintendent had to approve the welding and brazing procedure specifications and welder and brazer performance qualifications as indicated on the forms and return one copy to the manufacturer, contractor, owner, or user of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems who submitted the forms. (Sec. 4104.43(B)(1) and (2).)

If the Superintendent found that the welding and brazing procedure specifications and welder and brazer performance qualifications did not comply with the requirements of the Board's rules, the Superintendent had to indicate on the forms that the welding and brazing procedure specifications and welder and

brazer performance qualifications were not approved and return one copy of the form to the manufacturer, contractor, owner, or user of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems who submitted the forms with an explanation of why the welding and brazing procedure specifications and welder and brazer performance qualifications were not approved. (Sec. 4104.43(B)(3).)

Prior law required the Board to do all of the following:

(1) Adopt rules governing the design, plan review, approval, construction, and installation of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, and other gaseous piping systems. The Board could include the rules for piping systems with the rules it adopted for buildings pursuant to the Building Standards Law (R.C. Chapter 3781.) or with the rules it adopted for piping systems pursuant to the Piping Systems Law (R.C. Chapter 4104.). The rules had to prescribe uniform minimum standards necessary for the protection of the public health and safety and include rules establishing the safe working pressure to be carried by any such systems; a program for the certification of the welding and brazing procedures proposed to be used on any such system by the owner or operator of any welding or brazing business and for quinquennial performance testing of welders and brazers who worked on any such system; and measures for the conservation of energy. The rules had to be based upon and follow generally accepted engineering standards, formulas, and practices established and pertaining to such piping construction, installation, and testing. The Board could, for this purpose, adopt existing published standards, as well as amendments thereto subsequently published by the same authority.

(2) Prescribe the tests to ascertain the qualities of materials and welding and brazing materials used in the construction of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, and other gaseous piping systems;

(3) Make a standard form of certificate of inspection;

(4) Prescribe performance tests to determine the proficiency of welders and brazers;

(5) Certify municipal and county building departments to inspect power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, and other gaseous piping systems and adopt rules governing such certification. (Sec. 4104.44(A).)

The fee for the quinquennial performance tests was \$15; for certification of welding and brazing procedures \$60, except that the Board, with the approval of the controlling Board, could establish fees in excess of these fees, provided that



the fees did not exceed the amounts of these fees by more than 50%. The fee for each welding and brazing instruction sheet and procedure qualification record was \$15. Any moneys collected had to be paid into the state treasury to the credit of the Industrial Compliance Operating Fund.

Under former law, the Board could, by rule, exempt from its rules any power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems that posed no appreciable danger to the public health and safety. (Secs. 4104.44(B) and 4104.45(A).)

Except for these exempted systems, new power, refrigerating, hydraulic, heating liquefied petroleum gas, oxygen, and other gaseous piping systems had to be thoroughly inspected in accordance with the Board's rules. Such inspections had to be performed by inspectors designated by the Superintendent or, within jurisdictional limits established by the Board, by individuals certified by the Board who are designated to do so by local building departments, as appropriate.

The Superintendent could issue adjudication orders as necessary for the enforcement of the Pressure Piping Law and rules adopted under that law. No person was permitted to violate or fail to comply with the terms and conditions of the Superintendent's adjudication order. (Sec. 4104.45.)

Prior law specified that the design, installation, and testing of nonflammable medical gas and vacuum piping systems within the scope of the National Fire Protection Association Standard, section 1-1 of "NFPA 99C, Gas and Vacuum Systems," was governed by that National Fire Protection Association Standard.

Installers, inspectors, verifiers, construction contracting maintenance personnel, and instructors for the design, installation, and testing of nonflammable medical gas and vacuum piping systems had to obtain certification by the American Society of Sanitary Engineers in accordance with the American Society of Sanitary Engineering series 6000 requirements. (Sec. 4104.46.)

No individual other than one certified by a private vendor in accordance with rules adopted by the Board was permitted to perform welding or brazing or both in the construction of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems.

Each welder or brazer certified by a private vendor to perform welding or brazing or both in the construction of power, refrigerating, hydraulic, heating and liquefied petroleum gas, oxygen, or other gaseous piping systems had to be recertified by a private vendor to perform those services five years after the date of the original certification and every five years thereafter in accordance with rules



adopted by the Board. A private vendor had to recertify a welder or brazer who met the requirements established by the Board. (Sec. 4104.47.)

The act

The act contains the following new definitions, for purposes of the new Pressure Piping Law:

"Building services piping" means piping systems and their component parts that are part of a building system and that promote the safe, sanitary, and energy efficient occupancy of a building. "Building services piping" includes, but is not limited to, cold and hot potable water distribution for plumbing fixtures; sanitary lines leading from plumbing fixtures; nonflammable medical gas systems; medical oxygen systems; medical vacuum systems; fire protection piping systems and compressed air in dry systems; refrigeration, chilled water, condenser, cooling tower water, brine, and water/antifreeze systems; steam, steam condensate, and hot water piping systems; heating and cooling piping systems; and fuel oil piping and fuel gas piping for heating, cooling, and cooking applications.

"Power piping" means piping systems and their component parts, that are not building services piping systems, and that may be installed within electric power generating stations, industrial and institutional plants, utility geothermal heating systems, and central and district heating and cooling systems. "Power piping" includes, but is not limited to, piping used in the distribution of plant and process steam at boiler pressures greater than 15 pounds per square inch gauge, high temperature water piping from high pressure and high temperature boilers, power boiler steam condensate piping, high pressure and high temperature water condensate piping, and compressed air and hydraulic piping upstream of the first stop valve off a system distribution header.

"Process piping" means piping systems and their component parts, that are not building services or power piping systems, and that may be installed in petroleum refineries, chemical, pharmaceutical, textile, paper, semiconductor, and cryogenic plants, and related processing plants and terminals. (Sec. 4104.41.)

The act requires the owner of any power piping or process piping system to ensure that all of the following are performed in compliance with applicable sections of the B31 standards contained in the Code for Pressure Piping, published by the American Society of Mechanical Engineers:

(1) The design, fabrication, assembly, installation, testing, examination, and inspection of power and process piping systems;

(2) Qualification of personnel and qualification of welding and brazing procedures;

(3) The implementation of an inspection program. (Sec. 4104.42(A).)

The owner is also required by the act to the following:

(1) Maintain for five years complete records documenting the design, examination, and testing of the piping system that include: (a) the specific edition of the code for pressure piping used in the design, (b) the design assumptions, (c) the calculations, piping material specifications, and construction documents for the piping, (d) the records of piping alterations, and (e) the piping examination and inspection records.

(2) Disclose the types and quantities of flammable, combustible, or hazardous materials proposed to be used in the facility to the building and fire code enforcement authorities who have inspection authority to enable those authorities to determine compliance with the rules the Board of Building Standards adopts pursuant to the Building Standards Law and the rules the State Fire Marshal adopts pursuant to the Fire Safety Law (R.C. Chapter 3737.). The act prohibits any person or state agency from requiring that these records be submitted to the Division of Industrial Compliance in the Department of Commerce or to a certified building department for approval. (Sec. 4104.42(B) and (C).)

The act specifies that nothing in these provisions regarding an owner's duties limit the application of the Architects and Professional Engineers and Surveyors Laws (R.C. Chapters 4703. and 4733.). (Sec. 4104.42(D).)

Under the act, the Board must adopt rules establishing requirements for the design, installation, inspection of, and design review procedure for: (1) building services piping, (2) nonflammable medical gas, medical oxygen, and medical vacuum piping systems. (Sec. 4104.43(A).)

A municipal, township, or county building department certified by the Board must enforce the Board's rules applicable to nonflammable medical gas, medical oxygen, and medical vacuum piping systems if that building department requests and obtains special certification to enforce those rules. In a health district where no municipal, township, or county building department obtains this special certification, an employee of the health district must enforce those rules if both of the following conditions are satisfied:

(1) The health district employee requests and obtains special certification by the Board to enforce those rules;

(2) The health district notifies the Superintendent of the Division of Industrial Compliance that the health district's specially certified employee will enforce those rules.

In a jurisdiction where neither of these enforcement authorities exists, the act requires the Superintendent of the Division of Industrial Compliance to enforce those rules. (Sec. 4104.43(B), (C), and (D).)

The act requires that all welding and brazing of metallic piping systems be performed in accordance with section IX of the Boiler and Pressure Vessel Code, published by the American Society of Mechanical Engineers. The owner must do all of the following:

(1) Maintain, at the job site, the certified performance qualification records of all welders and brazers employed at the facility;

(2) Submit copies of all certified welding and brazing procedure specifications, procedure qualification records, and performance qualification records for building services piping for review to the Superintendent in accordance with rules the Superintendent adopts;

(3) Submit with the copies described above the fee the Superintendent establishes. (Sec. 4104.44.)

The act requires that a person who inspects the installation of or witnesses the testing of any nonflammable medical gas and vacuum piping system must be certified to do so pursuant to rules the Board adopts under the Building Standards Law. (Sec. 4104.45.)

HISTORY

ACTION	DATE	JOURNAL ENTRY
Introduced	05-13-03	p. 473
Reported, H. Commerce & Labor	10-15-03	pp. 1123-1124
Passed House (96-0)	11-13-03	pp. 1170-1172
Reported, S. Insurance, Commerce, and Labor	05-21-04	pp. 1985-1986
Passed Senate (33-0)	05-25-04	pp. 1996-1997
House concurred in Senate amendments (98-1)	05-26-04	pp. 1996-1997

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