



Ohio Legislative Service Commission

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Fiscal Note & Local Impact Statement

Bill: [H.B. 170 of the 128th G.A.](#)

Date: October 6, 2009

Status: As Introduced

Sponsor: Rep. Murray

Local Impact Statement Procedure Required: No — Minimal cost

Contents: Prohibits employer retaliation against employees for participating in unemployment compensation proceedings

State Fiscal Highlights

- No direct fiscal effect on the state.

Local Fiscal Highlights

- The bill allows an employee to bring civil action against an employer who violates the prohibitions described in the bill. Potential revenues from filing fees may help offset the potential increase in administrative and court costs for processing those filings.

Detailed Fiscal Analysis

The bill prohibits an employer from discharging without just cause, refusing to hire, or otherwise discriminating against an employee in any matter directly or indirectly related to employment if an employee testifies or otherwise participates in a proceeding or hearing conducted under the Unemployment Compensation Law.

The bill also allows an employee to bring a civil action against the employer in a county court of common pleas where the alleged violation occurred if the employee believes the employer violated the provisions outlined in the bill and allows a court to order any relief determined appropriate for a violation of the prohibition described in the bill.

The bill may increase awareness of the available remedy for employees who were discriminated against for participating in unemployment compensation proceedings or hearings and may result in an increase in civil case filings. The increased number of filings may result in an increase in administrative and court costs for county courts of common pleas to process those cases; however, revenues from filing fees may help offset some of the costs.