



*Synopsis of Senate Committee Amendments**

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Legislative Service Commission

Sub. H.B. 690

126th General Assembly
(S. Insurance, Commerce, and Labor)

Concerning the provision in Section 34a of Article II, Ohio Constitution (hereafter "Section 34a"), exempting employees of a solely family-owned and operated business who are family members of an owner, defines "family member" to mean a parent, spouse, child, stepchild, sibling, grandparent, grandchild, or other member of an owner's immediate family.

Removes the House-passed version's future outright repeal of the record-keeping provision in prior minimum wage law and applies that record-keeping provision to employers only for purposes of Ohio's overtime requirements beginning on January 1, 2010.

Specifies that an employer must maintain records the employer is required to create and maintain under the bill for three years after the date an employee's employment ends in addition to keeping the records for three years from the date the hours were worked by the employee, as required under the House-passed version of the bill.

Specifies that an employer is not required to keep records of "hours worked for each day worked" for individuals for whom the employer is not required to keep records under the Fair Labor Standards Act (hereafter "FLSA") and its regulations and individuals who are not subject to Ohio's overtime provisions instead of specifying, as in the House-passed version, that an employer is not required to keep those records for outside salespersons compensated by commissions and executive, administrative, and professional employees.

Permits the state to issue licenses authorizing payment to individuals with mental or physical disabilities of a wage rate below that required under Section 34a to *all* employers who are subject to the provisions of the bill instead of stipulating, as per the House-passed version, that the state may issue these licenses only to employers who are not subject to the FLSA.

* This synopsis does not address amendments that may have been adopted on the Senate floor.

Specifies that the meaning of "employee" in the statutory provision that states the new minimum wage rates is the same as in the new provisions of the bill concerning the definition of "employee."

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