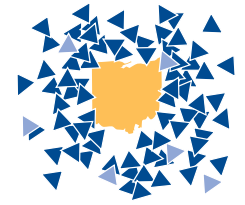


Healthy Families Act: What Can We Do?



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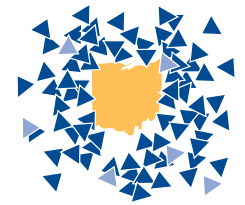
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DISCLAIMER: Presentation does not constitute legal advice, and you should consult with a lawyer and Human Resource professional before relying on any statement in this presentation

History of the Healthy Families Act (HFA)



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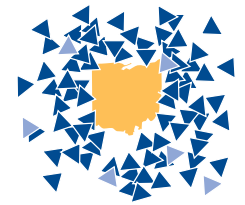
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- ▶ SEIU and other HFA supporters collected signatures to forward the issue to the General Assembly for their consideration.
- ▶ General Assembly had until May 7th to pass the HFA. The General Assembly rightfully saw the damage that HFA would do and didn't address it.
- ▶ Now, its supporters have until August 5th to collect an additional set of signatures to place HFA on the November 2008 ballot.



What Does the Healthy Families Act Do?

- ▶ Provides 7 paid sick days annually to full-time employees (30 or more hours weekly)
- ▶ Applies to all employers with 25 or more employees.
- ▶ Days accrue immediately upon hire; employees can start using accrued time 90 days thereafter.
- ▶ Extensive new posting and record keeping requirements.

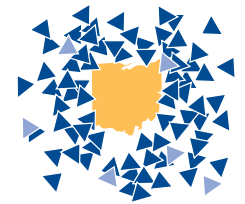


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What Does the Healthy Families Act Do? (continued)



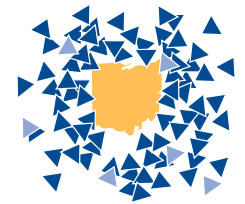
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- ▶ Cannot reduce or eliminate leave already in existence to comply with HFA.
- ▶ Allows employees to sue to recover actual damages and attorney's fees for violations.
- ▶ Leave can be taken in the smallest increment allowed by your payroll system.
- ▶ Can be used with no prior notification for any undocumented medical reason for the employee or spouse, child, or parent.
- ▶ Employers cannot require a medical certification unless leave exceeds 3 consecutive days.



Why is the Healthy Families Act Troubling?



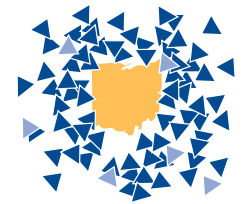
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- ▶ Ohio is already challenged to retain and create jobs – this mandate will increase the costs for manufacturers in Ohio by 3% - 15%.
- ▶ If passed, Ohio would be the first state in the union to have such a law.
- ▶ Most manufacturers already provide generous leave benefits, but with restrictions that curb employee abuse.
- ▶ Employers must have the flexibility to tailor leave benefits to fit employee's modern lifestyles.
- ▶ Mandated sick leave will lead to layoffs and a reduction in wages and other benefits as manufacturers look to recoup costs.



What Can YOU Do?



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- ▶ Analyze your leave policies now to ensure that they are HFA compliant.
 - If this mandate passes it will be too late.
 - Consult with your attorney and HR department to determine what is right for your company.

- ▶ Talk with your employees to inform them of the impact of HFA on your company and their jobs.
 - It is important that employees realize that HFA is not free and cuts will have to be made to comply with this mandate.
 - This will have an impact on their jobs and it is vital that they understand how.

