

legally SPEAKING

THE STARK COUNTY LAW LIBRARY NEWSLETTER

February 2025

ISSUE 2 | VOLUME 46

The Fight for Fairness

The fight for fairness is an ongoing struggle, driven by dedicated individuals striving for equity and equality. To create meaningful change, communities must collaborate to address disparities, particularly in critical areas such as housing and healthcare. Within the legal sector, professionals in the justice system play a vital role in advocating for those seeking fairness, ensuring that all individuals have access to the resources and rights they deserve.

Housing

The Ohio Chamber of Commerce, the Coalition on Homelessness and Housing in Ohio, Habitat for Humanity, and other contributors have jointly worked on the Home Matters to Ohio initiative. Home Matters to Ohio is a platform consisting of ten organizations collaborating to ensure Ohioans' housing needs are met. The initiative includes a plan with 11 legislative proposals, which aim to boost the housing tax income credit for low-income Ohioans, including at-risk renters, and introduces zoning reform to provide financial and technical assistance for updating outdated zoning codes.

Healthcare

Legal professionals have also advocated for equity in healthcare. On December 18, 2024, the U.S. Equal Employment Opportunity Commission (EEOC) released new guidance to assist healthcare providers in helping their patients secure appropriate accommodations related to pregnancy and childbirth in the workplace. These accommodations are in accordance with the Pregnant Workers Fairness Act (PWFA).

The PWFA seeks to protect workers' rights by requiring employers to provide reasonable accommodations for individuals affected by pregnancy, childbirth, or other related medical conditions. Examples of accommodations include: longer or more flexible breaks to drink water, eat, rest, or use the restroom; adjustments to workplace food and drink policies to allow eating or drinking during work hours; telework options; and accommodations related to nursing.

It is essential for legal professionals to stay informed, stay engaged, and remain fiercely dedicated to championing inclusivity.

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CMBA Equity & Inclusivity CLE

This CLE opportunity will explore best practices for maintaining equitable work cultures based on current precedent and experiences of leaders within the legal profession.

When

February 21, 2025
8:45 am – 12:00 pm

Where

1375 East 9th Street, Floor #2
Cleveland, OH 44114 or Online via Zoom

Cost

\$100

Register here: <https://tinyurl.com/CMBA22125CLE>



A Brief Update on DEI: What Does This Mean for HR?

On January 21, 2025, President Trump signed an executive order titled “Ending Illegal Discrimination and Restoring Merit-Based Opportunity.” The order aims to eliminate illegal discrimination and preferences based on sex and race in federal policies and practices, with potential impacts on private businesses as well.

Due to these changes, employers must carefully review and revise their DEI programs to ensure compliance with federal civil rights laws.

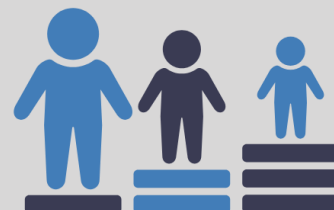
Specifically, employers will need to guarantee that their practices do not prioritize race or sex over merit and aptitude when making decisions related to hiring, promotions, and other employment practices.

Employers should also prepare for potential compliance investigations, as federal agencies, including the Department of Justice, begin to enforce these changes. It is essential for employers to stay versed about evolving enforcement strategies and any updates to the legislative framework in order to avoid legal pitfalls.

Read more here:

<https://www.whitehouse.gov/presidential-actions/2025/01/ending-illegal-discrimination-and-restoring-merit-based-opportunity/>

<https://www.whitehouse.gov/presidential-actions/2025/01/ending-radical-and-wasteful-government-dei-programs-and-preferencing/>



Social Security Fairness Act: An Overview

The Social Security Fairness Act (H.R. 82) eliminates the windfall elimination provision and the government pension offset from Social Security. The windfall elimination provision had previously reduced Social Security benefits for retired federal employees and other public servants who had worked in the private sector for part of their careers.

The government pension offset, on the other hand, reduced spousal and survivor benefits for families of retired government workers. H.R. 82 passed on December 20, 2024, and became effective on January 5, 2025, immediately after being signed by President Biden. Under the new law, the increase in benefits will be applied retroactively to December 2023.

Beneficiaries do not need to take any action to receive the increased payments, aside from confirming that the Social Security Administration has their current mailing address and direct deposit information.

Read more here: <https://www.congress.gov/bill/118th-congress/house-bill/82/text>

<https://tinyurl.com/windfallprogram>

Gain Credit Through Ohio Judicial College Webinars

Did you know that the Supreme Court of Ohio Judicial College provides continuing legal and professional education for judges, magistrates, acting judges, and non-judicial court personnel? The Judicial College also offers education opportunities for guardians ad litem and guardians of adults.

View the available courses here: <https://www.supremecourt.ohio.gov/JudicialCollegePublicCalendar/#/judicialcollegecourses>



Tusc County Law Library and Tusc County Bar Association to Host Competency/Sanity CLE

This CLE seminar will feature Dr. Lisa Gordish, the Director of Forensic Services for the Ohio Department of Mental Health and Addiction Services, and Tara Schultz, a Licensed Professional Clinical Counselor and Associate Director of Forensic Services for the Ohio Department of Mental Health and Addiction Services.

When

Friday, February 28, 2025
8:30 am – 2:30 pm



Where

Kent State University Tuscarawas Science and Advanced Technology Center
330 University Dr. NE
New Philadelphia, OH 44663

Fees

Tuscarawas County Law Library or Tuscarawas County Bar Association Members: \$75
Non-members: \$160

For questions, please contact Carol Mace at cmace@kent.edu

Register here: <https://conted.tusc.kent.edu/wconnect/CourseStatus.awp?&course=25SPJOBS104A&Publish=ANYWAY>



new eBooks

Americans with Disabilities Act

<https://lexisdl.com/library/cocll/set/501522>

Anderson's Ohio Criminal Practice and Procedure

<https://lexisdl.com/library/cocll/set/1993708>

Anderson's Ohio Elder Law Practice Manual

<https://lexisdl.com/library/cocll/title/5908944>

Anderson's Ohio School Law Manual

<https://lexisdl.com/library/cocll/title/6030653>

Ohio Workers' Compensation Law

<https://lexisdl.com/library/cocll/title/4473747>

Equity and Inclusivity eBooks

A Guide to Business Inclusion Programs in Government Contracting

<https://lexisdl.com/library/cocll/title/10504735>

Fix It: How History, Sports, and Education Can Inform Diversity, Inclusion, and Equity Today

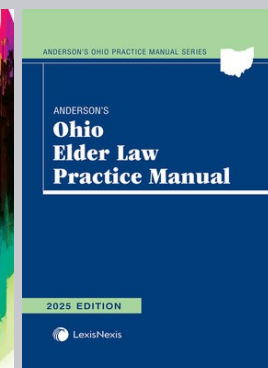
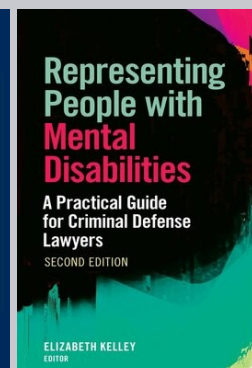
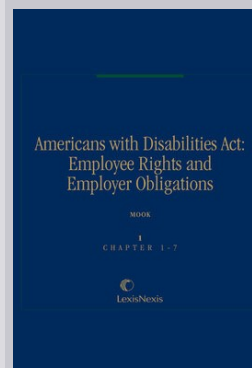
<https://lexisdl.com/library/cocll/title/4578039>

Representing People with Mental Disabilities

<https://lexisdl.com/library/cocll/title/4516836>

The Inclusive Leader

<https://lexisdl.com/library/cocll/title/6419554>





THE STARK COUNTY LAW LIBRARY

110 Central Plaza South

Suite 401

Canton, OH 44702

Hours: Mon - Fri, 8:30 am - 4:30 pm

Phone: (330) 451-7380

Fax: (330)-451-7381

Website: www.starkcountyohio.gov/law-library

E-mail: inform@starkcountyohio.gov

[@stark_lib](https://www.facebook.com/StarkLawLib) <https://www.facebook.com/StarkLawLib>

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DID YOU KNOW?

Each week Stark County Law Library staff summarizes the opinions from the Ohio 5th District Court of Appeals?

If you would like to receive the most recent opinion summaries in a weekly email, please contact us at: inform@starkcountyohio.gov.

The summaries are also available on the Law Library's Member Research page at: <https://tinyurl.com/5thDistCaseSummaries>

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THE LAW LIBRARY
IS OPEN

8:30 AM - 4:30 PM
MONDAY - FRIDAY

Stark County Law Library
Resources Board

Sharon D. Miller, Chair
Joseph Martuccio
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