

legally SPEAKING



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THE STARK COUNTY LAW LIBRARY NEWSLETTER

Upcoming Labor and Employment Legislation

As we begin the new year, staying informed about developments in the labor and employment practice area is essential. Minimum wage is a key topic to watch, along with other important issues that will be covered in this month's newsletter.

Ohio Minimum Wage Increase Initiative

The Ohio Minimum Wage Increase Initiative may appear on the November 2025 ballot as an initiated constitutional amendment. This initiative seeks to amend Ohio's Constitution to raise the minimum wage to \$15 per hour by January 1, 2026. Under the proposal, the minimum wage would first increase to \$12.75 per hour on January 1, 2025, before reaching \$15.00 per hour the following year. Additionally, the amendment would mandate that tipped employees receive the same minimum wage as non-tipped employees.

Although the petition did not gather enough signatures to qualify for the November 2024 ballot, efforts to collect additional

signatures are ongoing to be able to present to voters in 2025.

In addition to the initiative, two bills in the Ohio Legislature—HB 96 and SB 256—also aim to raise the state's minimum wage. However, as the original effective dates have passed, these bills will need to be reintroduced with revised timelines to proceed.

HB 96

Proposes raising the minimum wage to \$15 per hour by 2028, starting at \$11 in 2024, through amendments to the Revised Code.

SB 256

Aims to increase the minimum wage to \$15 by 2028, beginning at \$12 in 2025, while modifying the earned income tax credit. The bill is designated as an emergency measure to accelerate implementation.

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Ohio Supreme Court Updates: What's Next?

Attorneys Mikhael and Sharma will offer summaries of important cases decided by the court and discuss other notable changes to the bench resulting from the 2024 election cycle.

When

January 17th, 2025
12:00 PM - 1:00 PM

Where
ZOOM

Price
\$60



Register here: <https://tinyurl.com/1-17-25-CLE>

Upcoming Labor and Employment Legislation cont.

Strike Term Access to Negotiation, Striking Worker Benefits, and Paid Leave

HB334, which is currently pending in the House Commerce and Labor Committee, plans to enact the Strike Term Access to Negotiation Duration Unemployment Protection Act (STAND UP Act). This bill would amend section 4141.29 and to enact sections 4141.294 and 4141.295 of the Revised Code. This would allow for eligible individuals to receive unemployment benefits during labor disputes.

SB47 would enact section 4117.091 to prohibit public employers from granting paid leave or compensation to public employees for engaging in certain union activities. This bill would prohibit paid leave or compensation for public employees engaging in either of the following activities:

- 1) Political activities performed by, or on behalf of, an employee organization that involve advocating for the election or defeat of any political candidate;
- 2) Lobbying activities performed by, or on behalf of, an employee organization that involve attempting to influence the passage or defeat of federal or state legislation, local ordinances, or any ballot measure.

However, the bill does not prevent public employers from allowing employees to use accrued personal leave or other permissible leave types for these activities, as outlined in collective bargaining agreements.

SB180 would amend section 4141.29 and enact section 4141.294 of the Revised Code to extend unemployment benefits to workers engaged in strikes. The bill includes an emergency declaration in Section 4, citing the immediate need for economic relief to workers who lose earnings due to labor disputes. If enacted, this emergency measure would take effect immediately to support the preservation of public peace, health, and safety.

HB334: <https://legiscan.com/OH/text/HB334/id/2851690>

SB47: <https://www.legislature.ohio.gov/legislation/135/sb47>

SB180: <https://www.legislature.ohio.gov/legislation/135/sb180>



Exempt Employee Compensation Thresholds: A Brief Recap

The Department of Labor (DOL) introduced changes to salary thresholds for FLSA exemptions covering executive, administrative, professional (EAP), and highly compensated employees (HCE). These changes, initially set to take effect in July 2024, aimed to raise the annual salary minimums to \$42,888 for EAP exemptions and \$132,964 for HCEs, with subsequent increases planned every three years starting in 2027. However, on November 15, 2024, a federal court struck down the rule, reverting the thresholds to pre-July 2024 levels: \$35,568 annually for EAP and \$107,432 for HCE exemptions. Despite the uncertainty around a potential appeal, employers are encouraged to review classifications to confirm employees meet both job duty and salary criteria for exemptions.

Read more here: <https://natlawreview.com/article/dols-new-exempt-salary-threshold-struck-down>

FTC Noncompete Ban Status Update

On September 4, 2024, a proposed ban on noncompete agreements was scheduled to take effect. The proposed rule included several exceptions, such as for senior executives, noncompete agreements related to the sale of a business, and specific entities like banks and credit unions.

However, in August 2024, a federal court in Texas blocked the rule, ruling that the FTC lacked the authority to implement it. The FTC has since appealed certain aspects of the court's decision, leaving the possibility that the rule could be revised and reintroduced in the future.

Read more here: <https://www.ftc.gov/news-events/features/noncompetes>

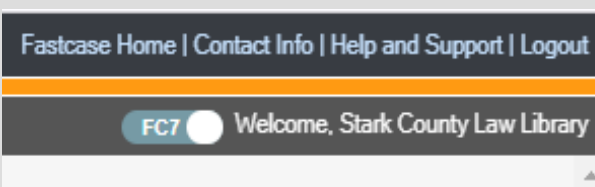
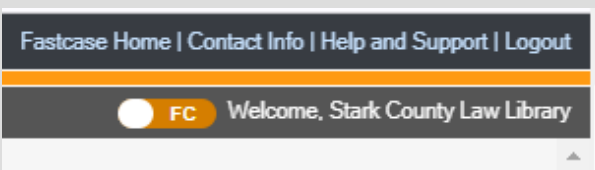
Law Library Legal Research Spotlight: Fastcase



Did you know that Fastcase is the Law Library's most used online legal research tool? Fastcase offers access to cases, statutes from all 50 states along with Aspen treaties. In addition to these offerings, patrons are able to access a variety of secondary resources such as the **Employment Law Library** and the **Personal Injury Law Library**.

Fastcase's interface can also be customized and updated to Fastcase 7.

Click on the toggle button located near the Welcome, Stark County Law Library message at the top right side of the webpage. Once clicked, the website will reload and bring you to the dark themed Fastcase 7 page.



new eBooks

Americans with Disabilities Act

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

Antitrust Issues in Intellectual Property Law

<https://lexisdl.com/library/cocll/title/3075564>

Employment in Ohio

<https://lexisdl.com/library/cocll/title/999744>

Ohio Workers' Compensation Law

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

Ohio Evidence Courtroom Manual

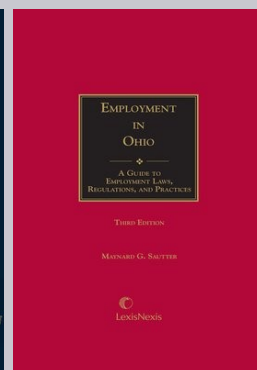
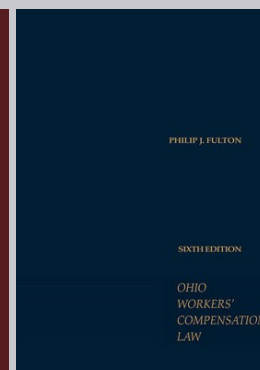
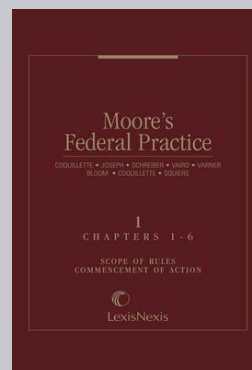
<https://lexisdl.com/library/cocll/title/5842468>

Moore's Federal Practice

<https://lexisdl.com/library/cocll/set/501507>

Warren's Forms of Agreements

<https://lexisdl.com/library/cocll/set/501805>



Your Legal Research Starts Here

Don't forget: Law Library membership renewals are due by **Friday, February 7th, 2024**. Renew your membership online, by phone, through mail, or in person—it's quick and easy!

Enhanced Membership \$75

Joint Membership \$55

Standard Membership \$45