



THE OHIO  
**WOMEN'S**  
PUBLIC POLICY NETWORK

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**131ST GENERAL ASSEMBLY**  
**WOMEN'S ECONOMIC SECURITY SCORECARD**

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## EXECUTIVE SUMMARY: HOW OHIO LAWMAKERS PERFORMED ON OUR ISSUES

The chart below outlines the women’s economic security agenda, agreed upon by members of the Women’s Public Policy Network. Grades indicate how Ohio’s 131st General Assembly performed in working to achieve these goals.

### Promoting Economic Security for Women and Families



### Improving Women’s Health and Wellbeing



### Ensuring Fairness and Opportunity in the Workplace



**A** Real, substantial progress made toward achieving policy goal  
**B** Minor or incremental progress made toward policy goal  
**C** Serious legislative attempts at progress  
**D** Unserious or no attempts at progress  
**F** Hostile legislative environment/policy change in wrong direction

## WOMEN'S ECONOMIC SECURITY AGENDA

The Women's Economic Security agenda of the Women's Public Policy Network is made up of three main areas: promoting economic security for women and families, ensuring fairness and opportunity in the workplace and improving women's health and well-being. We reviewed the accomplishments of the 131st General Assembly (comprised of the 99-member House of Representatives and 33-member Senate) toward accomplishing each of our policy goals. Their efforts and our rationale for scoring are described below. An appendix follows detailing each bill that was introduced and its current status.

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### Promoting Economic Security for Women and Families

#### Increase the minimum wage - Grade: D

Three bills to increase Ohio's minimum wage have been introduced with none clearing committee. No serious attempt was made by the legislature; only one hearing was held between the three bills

#### Improve the state earned income tax credit to benefit more working women - Grade: D

The General Assembly has not taken meaningful steps toward making the credit refundable or to eliminate the income cap on the tax credit aimed at keeping working people out of poverty. One bill was introduced, but no hearings were held.

#### Increase access to paid sick and family leave - Grade: D

The 131st General Assembly saw the introduction of paid family leave bills in both chambers, but the proposals remain stuck in legislative committees.

#### Increase affordability of childcare, expand public preschool - Grade: B

The biennial budget includes a boost of \$118.9 million for early care and learning, as compared to the prior two-year budget for FY 2014-15. This new investment will be used to improve enrollment in pre-kindergarten, provide a small increase in initial childcare eligibility, eliminate co-pays for the poorest and smooth the childcare "cliff." Even with these changes, Ohio remains in the bottom fifth of states in terms of helping families with the steep cost of childcare.

Of the additional funding, about \$70 million goes for public pre-K, an investment that will increase available public preschool slots by 17,000. That said, Ohio remains very low in the number of low-income kids enrolled in pre-K compared to other large states.

#### Ensure pension protection and retirement security - Grade: D

A House amendment to the state budget (HB64) would have banned charter school teachers from joining the state pension system if they attempted to join a union, but it was removed by the Senate.

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## **Ensuring Fairness and Opportunity in the Workplace**

### **Ensure pay equity for all women by protecting against pay discrimination on the basis of gender, race, color, religion, sexual orientation, national origin, age, or disability - Grade: D**

Three measures to address pay disparities were introduced, but none were advanced by GOP-led committees. A floor amendment to the budget, which would have required salary audits of state contractors showing gender and racial pay differentials and to prohibit retaliation against workers who discuss their pay, was tabled by the majority.

### **Promote fair and flexible work schedules - Grade: D**

No legislation was introduced in Ohio to address increasingly widespread scheduling practices that result in hourly shift workers having little notice or control over their schedules or pay. Practices like posting schedules at the last minute, assigning on-call shifts when workers need to be available but have no guarantee of actual work (or pay), and sending workers home early for work without pay create real challenges to workers, both logistically and financially.

### **Protect the rights of workers to organize and bargain collectively for fair wages, benefits, and working conditions - Grade: D**

“Right to work” legislation to prohibit the mandatory collection of union dues from employees who elect not to join a labor union was introduced, but failed to advance. The proposal would significantly undermined collective bargaining power of unions as their membership would be expected to decline. An amendment to the two-year state budget limiting the rights of university faculty to join a union was adopted by the House, but removed in the Senate.

### **Support breastfeeding mothers in the workplace - Grade: D**

Senate Bill 301 requires employers to provide basic accommodations for pregnant and breastfeeding women in the workplace. HB 513 allows women who are breastfeeding to be excused from Jury service. Neither bill advanced beyond initial hearings.

### **Protect against discrimination on the basis of pregnancy or caregiver status - Grade: C**

Senate Bill 301 provides that pregnant women are afforded basic accommodation in the workplace. The bipartisan bill, sponsored by every female Senator, received three hearings but was not given a vote in committee.

### **Study ways to eliminate barriers to women’s career advancement - Grade: D**

No legislation was introduced.

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**Promote ways to ensure opportunity for women to advance and excel in the business and entrepreneurial sector - Grade: D**

No serious legislation targeting systemic barriers to inclusion and success of women in the business and entrepreneurial sectors has been introduced. The House, but not the Senate, adopted a bill that would establish a week recognizing women's entrepreneurship and establishing an entrepreneurship competition every two years. Two largely symbolic, non-binding resolutions that urged gender equity on corporate boards were not advanced by the legislature.

While our policy goals were not substantively advanced, these bills are evidence that this area is gaining higher visibility in the legislature.

**Protect against discrimination against survivors of sexual and domestic violence in housing and the workplace - Grade: D**

Senate Bill 284, which would allow the victims of human trafficking to have their records expunged prior to seeking employment, was passed by the Senate, but awaits action in the House.

**Prevent sexual harassment and violence in the workplace - Grade: D**

No legislation was introduced.

**Protect against discrimination in the workplace on the basis of sexual orientation or gender identity - Grade: D**

The House failed to move HB 389, which would have made Ohio the 24th state to enact comprehensive LGBT non-discrimination legislation.

HB 357 is a Republican backed non-discrimination bill. HB 357 achieves several of the same effects of HB 389, with important shortcomings: it fails to include protections for transgendered people, does not include public accommodations, and introduces religious exemptions for service providers.

SB 318 amends Ohio's employment-discrimination law to expressly include LGBT rights.

None of the bills received more than one hearing.

## **Improving Women's Health and Well-Being**

**Preserve access to and increase affordability of comprehensive healthcare for low-income and working women - Grade: F**

House Bill 294, enacted into law by the 131st General Assembly, blocks Ohio Department of Health-administered funding to any entity that performs or promotes abortion or any entity that contracts with another entity that performs or promotes abortion. This bill was aimed at removing funding from Planned Parenthood that is currently used for programs targeting cancer, STDs, rape prevention education and infant mortality. The state's two-year state budget (HB 64) included a requirement that low-income women pay a portion of the cost of Medicaid or risk losing coverage. Experts note that the proposal will result in the loss of coverage for many low-income Ohioans.

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The Kasich administration proposed eliminating standalone Medicaid programs for pregnant women and for family planning services in their biennial budget proposal. A House amendment to HB64 would have preserved eligibility for pregnant women, as long as the state's infant mortality rate remained above 6 per 1,000 live births, but the majority voted to table (set aside) the measure. The Senate later restored eligibility for pregnant women, but the final budget eliminated the family planning program. A bill (SB9) that would provide Medicaid coverage for new mothers and women who may become pregnant in communities where a high risk of infant mortality has been found failed to advance.

Several proposals were introduced that would make contraception and reproductive healthcare more affordable (HB356, HB272, HB360) or to block funding from providers that provide medically inaccurate information (HB376), but none were given serious consideration at the committee level.

#### **Protect against cultural barriers for obtaining healthcare services - Grade: D**

Little movement has occurred in this arena. Only one bill (HB514) was introduced during the session, focused on adding training in gender and race-based disparities in treatment to licensing requirements for medical professionals. The measure did not move out of committee.

#### **Keep lawmakers and employers out of healthcare decisions - Grade: F**

Legislation to prevent workplace discrimination on the basis of reproductive health decisions was introduced but stalled in committee. Meanwhile, four separate bills to ban abortion were introduced, including one banning abortion following a prenatal diagnosis of Down syndrome. In addition to these four bans, six more bills were introduced imposing medically unnecessary regulations on abortion providers. In total three bills were passed out of the House or Senate, and three received votes in their respective committees.

#### **Restore access to contraception, abortion, and other reproductive healthcare services - Grade: F**

The 2015-2016 Budget included further limits on abortion clinics, aimed at closing Dayton, Toledo and Cincinnati facilities. The budget also re-allocated \$1 million from programs serving low income women and their children to crisis pregnancy centers.

Proposals to restore access to reproductive health services (HB132, HB356, HB357, HB370, HB376, HB408, and SB101) only two bills received one committee hearing each, none made it out of committee.

The Governor did sign HB 124 into law, allowing doctors to write prescriptions for the partner of an individual diagnosed with chlamydia, gonorrhea, or trichomoniasis. This will increase access to the drugs to treat these common infections and reduce infection rates.

#### **Ensure the physical and mental health needs of survivors of sexual and domestic violence are met without cost to the survivor, and the crimes against them are investigated - Grade: B-**

The 131st General Assembly revised Ohio law to extend the criminal statute of limitations for prosecuting rape and sexual battery cases from 20 to 25 years, including an additional extension for cases involving DNA evidence (House Bill 6). A substantially similar bill (SB13) was also considered in both chambers.

The two-year state budget included funding addressing campus sexual assault response on Ohio's college and university campuses.

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The House passed a measure (HB362) to expand Ohio's Domestic Violence statute by the inclusion of strangulation. House Bill 234, which would eliminate the statute of limitations on rape as well as end the spousal exemption for rape and sexual battery, received just one hearing.

Proposals to provide emergency contraception after a sexual assault (HB132, SB101), collect DNA samples from those convicted of misdemeanor sex offenses went nowhere in the 131st General Assembly.

### **Support community programs that prevent sexual and domestic violence such as healthy relationship education - Grade: B-**

Ohio lawmakers made two steps forward and took one step back in their support for community education programs. The two-year state budget included increased funding for rape crisis centers and new funding addressing campus sexual assault, both of which offer evidence-based sexual assault prevention education programs.

House Bill 85 would extend age-appropriate instruction in child sexual abuse and sexual violence prevention to younger students as part of Ohio's school curriculum. The measure passed the Ohio House and heads to the Senate.

At the same time, House Bill 294, which blocks funding to Planned Parenthood and other abortion services providers, was passed and signed by the Governor and will result in a loss of funding to some programs providing evidence-based rape prevention education.

### **Protect sexual and domestic violence and stalking survivors - Grade: B-**

Overall, protection of survivors has become the focus of legislative activity on both sides of the aisle. With two exceptions, however, the legislature failed to translate this political will into legislative action. Four bills (HB 193, HB 359, SB 83 and SB 222) were introduced to establish confidential addresses for survivors, and HB 359 was enacted into law. House Bill 151, increasing penalties for stalking and harassment, was also signed by the Governor.

Other bills aimed at protecting survivors include House Bill 362, which increases penalties for strangulation (passed by the House) and HB 478 (in House Committee), which specifies that a no-contact order must remain in effect for the duration of the offender's jail or prison term and for specified periods following the offender's release while subject to supervision or judicial control, and House Bill 392 (passed by the House), which extends domestic violence protections to victims of dating or intimate partner violence.

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Policy Goal	Legislation	Status
Increase the minimum wage	1. HB 486 – Minimum wage (raised to \$10.10 beginning in Jan. 2017) 2. SB 87 - Minimum wage for domestic workers SB 25 – Min wage increase	1. In House Commerce and Labor 2. In Senate Transportation, Commerce and Labor 3. In Senate Transportation, Commerce and Labor
Improve the state earned income tax credit to benefit more working women	1. SB 21 – Remove income restrictions on EITC	1. In Senate Ways and Means
Increase access to paid sick and family leave	1. HB 511 – paid family leave 2. SB 307 – paid family leave	1. In House Insurance 2. In Senate Transportation, Commerce and Labor
Increase affordability of child-care, expand public preschool	1. HB64 - Biennial Budget - \$119 million in new funding for early care and learning; policy changes to childcare eligibility 2. HB 530 - Sick-child care centers-license	1. Signed by Governor 2. In House Commerce and Labor
Ensure pension protection and retirement security	1. HB 64 - Biennial budget amendment (teacher pensions).	1. Adopted in House, then removed by Senate.
Ensure pay equity for all women by protecting against pay discrimination on the basis of gender, race, color, religion, sexual orientation, national origin, age, or disability	1. HB 64 - Budget Amendment (salary audits) 2. HB 330 – Equal Pay Act 3. HB 385 – Gender Pay Disparity Task Force 4. HR 56 - Equal Pay Day	1. Tabled 2. In House State Government 3. In House Community and Family Advancement 4. In House State Government
Promote fair and flexible work schedules	No legislation	
Protect the rights of workers to organize and bargain collectively for fair wages, benefits, and working conditions	1. HB 64 - Biennial budget amendment (exclusion of faculty from collective bargaining law) 2. HB 377 - Employee organizations-no requirement to join	1. Adopted in House, then removed by Senate 2. In House Commerce and Labor
Support breastfeeding mothers in the workplace	1. SB 301 – Pregnancy Accommodations 2. HB 513 – Jury Duty (Breastfeeding Mother Exemption)	1. In Senate Civil Justice 2. In House Judiciary
Protect against discrimination on the basis of pregnancy or caregiver status	1. SB 301 – Pregnancy Accommodations	1. In Senate Civil Justice
Study ways to eliminate barriers to women’s career advancement	No legislation	
Promote ways to ensure opportunity for women to advance and excel in the business and entrepreneurial sector	1. HB 103 – Women’s Policy and Entrepreneurial Committee 2. HR 344 – Urging Gender Equity on Corporate Boards 3. SR 373 - Urging Gender Equity on Corporate Boards	1. Passed in House; in Senate Government Oversight and Reform 2. In House State Government 3. In Senate Civil Justice
Protect against discrimination against survivors of sexual and domestic violence in housing and the workplace	1. SB 284 - Victims-expunge/intervention-human trafficking/compelling prostitution	1. Passed by Senate; Pending in House.
Protect against discrimination in the workplace on the basis of sexual orientation or gender identity	1. HB 389 - (enacts the Ohio Fairness Act to prohibit discrimination on basis of sexual orientation or gender identity or expression) 2. HB 537 - Sexual orientation-housing/employment discrimination/religious beliefs protected/marriage solemnization 3. SB 318 - Civil rights-sexual orientation or gender	1. In House Community and Family Advancement 2. House Community & Family Advancement 3. Senate Criminal Justice

Preserve access to and increase affordability of comprehensive healthcare for low-income and working women	<ol style="list-style-type: none"> <li>1. HB 64 - Budget amendment (Medicaid cost-sharing)</li> <li>2. HB 356 - State Resources for Abortion</li> <li>3. HB 272 - Eliminates the "pink tax"</li> <li>4. HB 360 - Health Insurance for Abortion Coverage</li> <li>5. HB 294 - Abortion State and Federal De-funding</li> <li>6. SB 9 - Infant Mortality/Medicaid coverage for pregnant women</li> <li>7. SB 214 - Planned Parenthood State and Federal Defunding</li> </ol>	<ol style="list-style-type: none"> <li>1. Signed by the Governor</li> <li>2. House Community and Family Advancement</li> <li>3. House Ways and Means</li> <li>4. House Community and Family Advancement</li> <li>5. Signed by the Governor</li> <li>6. Senate Medicaid</li> <li>7. Passed in Senate; referred to House Community &amp; Family Advancement</li> </ol>
Protect against cultural barriers for obtaining healthcare services	<ol style="list-style-type: none"> <li>1. HB 514 - Healthcare Professionals, Cultural Competency</li> </ol>	<ol style="list-style-type: none"> <li>1. In House Commerce and Labor</li> </ol>
Keep lawmakers and employers out of healthcare decisions	<ol style="list-style-type: none"> <li>1. SB 68 - Contraception Coverage, Non-Discrimination</li> <li>2. HB 135 - Unborn child having Down Syndrome-prohibit abortion</li> <li>3. HB 69 - Abortion (Heartbeat Bill)</li> <li>4. HB 117 - Abortion (20 Week Ban)</li> <li>5. HB 255 - Restrict Abortion Inducing Drugs</li> <li>6. HB 417 - Fetal Remains</li> <li>7. HB 419 - Fetal Remains Facility Rules</li> <li>8. SB 127 - Abortion Ban (20 Weeks)</li> <li>9. SB 203 - Fetal Tissue Use Ban</li> <li>10. SB 254 - Fetal Remains Facility Rules</li> </ol>	<ol style="list-style-type: none"> <li>1. In Senate Insurance</li> <li>2. Reported by House Community &amp; Family Advancement</li> <li>3. Passed in House; in Senate Health and Human Services</li> <li>4. In House Community and Family Advancement</li> <li>5. In House Community and Family Advancement</li> <li>6. Reported from House Health and Aging</li> <li>7. Reported from House Health and Aging</li> <li>8. Passed in Senate; in House Community and Family Advancement</li> <li>9. In Senate Health and Human Services</li> <li>10. Passed in Senate</li> </ol>
Restore access to contraception, abortion, and other reproductive healthcare services	<ol style="list-style-type: none"> <li>1. HB 132 - Prescription contraceptives; pregnancy prevention-sexual assault victims; sex education</li> <li>2. HB 356 - Abortion care-use state resources to provide</li> <li>3. HB 357 - Remove Abortion Waiting Periods</li> <li>4. HB 370 - Eliminate Transfer Agreements</li> <li>5. HB 376 - Pregnancy Program Information Requirements</li> <li>6. HB 408 - Reproductive Healthcare Worker/Patient Protections</li> <li>7. SB 101 - Prescription contraceptives; pregnancy prevention-sexual assault victims; sex education</li> <li>8. HB 124 - STD Prescriptions</li> </ol>	<ol style="list-style-type: none"> <li>1. In House Health and Aging</li> <li>2. In House Community and Family Advancement</li> <li>3. In House Community and Family Advancement</li> <li>4. In House Community and Family Advancement</li> <li>5. In House Community and Family Advancement</li> <li>6. In House Judiciary</li> <li>7. Senate Health &amp; Human Services</li> <li>8. Signed by the Governor</li> </ol>
Ensure the physical and mental health needs of survivors of sexual and domestic violence are met without cost to the survivor, and the crimes against them are investigated	<ol style="list-style-type: none"> <li>1. HB 6 - Rape and Sexual Battery Criminal Statute of Limitation Extension</li> <li>2. HB 64 - Biennial budget appropriation (campus sexual assault)</li> <li>3. HB 132 - Prescription contraceptives; pregnancy prevention-sexual assault victims</li> <li>4. HB 234 - Eliminate Spousal Exceptions for Rape</li> <li>5. HB 283 - DNA testing-misdemeanor sex offenses</li> <li>6. HB 362 - Strangulation-prohibit</li> <li>7. SB 13 - Rape and Sexual Battery Criminal Statute of Limitation Extension</li> <li>8. SB 101 - Prescription contraceptives; pregnancy prevention-sexual assault victims; sex education</li> </ol>	<ol style="list-style-type: none"> <li>1. Signed by the Governor</li> <li>2. Signed by the Governor</li> <li>3. In House Health &amp; Aging</li> <li>4. In House Judiciary</li> <li>5. In House Judiciary</li> <li>6. Passed by House</li> <li>7. See HB 6</li> <li>8. Senate Health &amp; Human Services</li> </ol>
Support community programs that prevent sexual and domestic violence such as healthy relationship education	<ol style="list-style-type: none"> <li>1. HB 64 - Biennial budget appropriation increase (rape crisis centers)</li> <li>2. HB 85 - Child sexual abuse and its prevention-student instruction/in-service staff training</li> <li>3. HB 294- Abortion State and Federal Defunding</li> </ol>	<ol style="list-style-type: none"> <li>1. Signed by the Governor</li> <li>2. Reported by House Committee</li> <li>3. Signed by the Governor</li> </ol>
Protect sexual and domestic violence and stalking survivors	<ol style="list-style-type: none"> <li>1. HB 151 - expands the penalties for stalking and telecommunications harassment</li> <li>2. HB 193 - Address Confidentiality</li> <li>3. HB 359 - Address Confidentiality</li> <li>4. HB 362 - Strangulation (Increased Penalty)</li> <li>5. HB 392 - Domestic Violence Protections (Intimate Partners)</li> <li>6. HB 478 - Offender - No Contact Order</li> <li>7. SB 76 - Protection Order</li> <li>8. SB 83 - Address Confidentiality</li> <li>9. SB 222 - Address Confidentiality</li> </ol>	<ol style="list-style-type: none"> <li>1. Signed by the Governor</li> <li>2. See HB 359</li> <li>3. Signed by the Governor</li> <li>4. Passed in House</li> <li>5. Passed in House</li> <li>6. In House Judiciary</li> <li>7. Passed in Senate; In House Judiciary</li> <li>8. See HB 359</li> <li>9. See HB 359</li> </ol>