

Billington Quoted in *Crain's Cleveland Business* Story Titled “How HB 352 Shapes Employment Litigation in Ohio”

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Chaz Billington, a partner in the Vorys Cleveland office and a member of the labor and employment group, was quoted in a *Crain's Cleveland Business* article about Ohio's recent passage of the Employment Law Uniformity Act (ELUA); a law that reformed the state's employment laws for the first time in over a decade. According to the story, the ELUA requires complainants accusing their employers of discrimination to first file a claim with the Ohio Civil Rights Commission (OCRC). Previously, a state claim in Ohio could be taken directly to court, which catches many by surprise when that's the first they're hearing of a suit. These ELUA provisions mirror existing federal employment laws.

The story states:

“In the labor and employment world you rarely get a seed change in the law like this. Things have been this way (before ELUA) for 30 or 40 years,” said Chaz Billington, an attorney with Vorys, Sater, Seymour and Pease. “This is a massive overhaul of an archaic framework. The fact Ohio modernized the law, that's big.”

To read the entire story on the *Crain's Cleveland Business* website, [click here](#). (Subscription may be required).