



March 16, 2026

Representative Thomas Hall
Chair, Ohio House Government Oversight Committee
77 S. High Street
Columbus, OH 43215

Chair Hall,

On behalf of the nearly 21,000 members of the National Federation of Independent Business (NFIB) in Ohio, we appreciate the opportunity to provide proponent testimony on House Bill 395.

For reference, NFIB is a small business trade association founded over 80 years ago that is dedicated to representing the interests of small and independent businesses across our state and nation. NFIB's mission is to promote the right of our members to own, operate and grow their businesses. NFIB members come from all industry sectors and each of the 88 counties across Ohio. Our average member has 15 or fewer employees and has less than \$2 million in annual gross receipts.

If enacted, House Bill 395 would establish a process through the Ohio Department of Jobs and Family Services (ODJFS) for employers to report candidates who fail to appear for scheduled job interviews.

Hiring a new employee can be one of the most burdensome processes a small employer partakes in. Between creating a job post, reviewing applicants, and ultimately making a hire, this process can take weeks to several months. One of the most time-consuming parts of the process is interviewing candidates, both preparing on the front end, but also the interview itself. When a small business owner schedules interviews, the expectation is that the person scheduled will show up. However, in recent years many employers report a growing trend of candidates skipping out on interviews with no communication or attempt to reschedule. This not only wastes valuable time and resources for a small business owner but also raises concerns about whether some applicants are genuinely interested in employment or are applying primarily to meet requirements for state assistance.

Under current Ohio law, individuals can receive unemployment benefits for up to 26 weeks if they have earned the minimum required wages, become unemployed through no fault of their own, and are actively seeking work or additional education opportunities. House Bill 395 addresses the third requirement, actively seeking work or additional education. Currently in law one can satisfy this requirement by seeking additional education opportunities, actively applying for and seeking work, or remaining in good standing with a labor union and being available to work.



House Bill 395 would create a necessary safeguard that currently does not exist within Ohio's unemployment system. If enacted, employers could report names of candidates who skip out on interviews, which ODJFS can then cross reference with its unemployment system. If someone receiving unemployment benefits is applying for work simply to fulfil a requirement, this new system will track and identify them in real time.

In addition to House Bill 395, NFIB continues to advocate in support of many unemployment compensation reform initiatives. In the most recent NFIB jobs report, 33% of small business owners report having an opening they could not fill. This trend continues to increase and be a growing issue, all while the state of Ohio continues to exempt work search requirements for union members in off season times.

We appreciate Representatives Lorenz and Gross for leading this effort and urge the committee to support this legislation. We may consider a floor vote on HB 395 a Key Small Business Vote of the 136th General Assembly. Thank you for the opportunity to provide testimony in support and please feel free to contact me at Jacob.Flowers@nfib.org if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Jacob Flowers". The signature is written in a cursive, flowing style.

Jacob Flowers
Assistant State Director