

## Legal Insights

### Practical Legal Solutions



*Legal Insights* is a newsletter of timely and practical legal information that we hope you can use in your professional and personal pursuits. Please contact your attorney at [Nicola, Gudbranson & Cooper](#) if you have any questions or comments or if you would like to suggest topics of interest for future issues.

## [Ohio Becomes a “Constitutional Carry” State](#)

*Mike Cicero and John Moenk provide an overview of Senate Bill 215, Ohio's new law eliminating the state's requirement for concealed carry permits:*

"On March 14, 2022, Governor DeWine signed Senate Bill 215, which became effective as of June 13, 2022. This bill removed the requirement for an individual to apply for and obtain a concealed handgun license (commonly referred to as a “concealed carry permit” or “concealed carry license”) before carrying a concealed firearm in Ohio. In doing so, Governor DeWine made Ohio the 23rd state to allow citizens to carry concealed firearms without a permit or license.

Under Ohio's new law, any adult 21 years of age or older and not otherwise prohibited from possessing a firearm, may now carry a concealed firearm without first receiving training as was required under the previous permit laws. Ohioans may still opt to complete firearm training – and are recommended to do so – and may also still apply for a concealed carry permit which may be honored in other states. (An individual should always check with the state in question as to whether they recognize other states' issued permits and licenses.)" [Read more...](#)

## [The Search for Talent: Can Hiring Foreign Nationals Be Part of the Solution?](#)

*Brad Ortman on why you should consider US-based foreign workers to fill your hiring needs:*

"Despite the worldwide pandemic, the U.S. economy remains strong, with unemployment numbers persisting at record lows. While the inflation rate has posed major challenges, consumer demand remains strong, which means that for many companies, the biggest challenge is finding talent to keep up with customer demand. To attract and retain workers, employers are raising wages and offering bonuses, yet positions remain stubbornly unfilled. Help-wanted signs and job postings are everywhere – vacation destinations, restaurants, online, and virtually wherever you look." [Read more...](#)

## [NIL After Year 1: Is The NCAA Still In Control of Collegiate Athletics?](#)

*Ryan Willen and Jim Juliano discuss the NCAA's new Name, Image, and Likeness policy and its implications for student-athletes and college athletics:*

"Has the NCAA lost control of student-athletes and college athletics? Has the coming of NIL compensation marked the end of amateur athletics as we know it?

Largely in reaction to the U.S. Supreme Court decision in the Alston case, the NCAA adopted an interim name, image, and likeness (“NIL”) policy in July 2021. This policy modified NCAA legislation and permitted student-athletes to profit from their name, image, and likeness for the first time in history." [Read more...](#)

## [New Ohio Law Diminishes School Districts' Ability to Challenge Property Values](#)

*Matt Fitzsimmons and Ryan Willen look at the implications of Ohio's new law limiting the power of school districts in the state to fight undervalued commercial properties which significantly reduce their funding.*

"A new Ohio law substantially alters the process by which school districts can challenge real property tax valuations. The new law limits the rights of districts to seek higher property values at County Boards of Revision while maintaining the existing rights of private property owners to seek lower property valuations.

In summary, the law substantially restricts school districts' right to both initiate and appeal property tax valuation challenges at County Boards of Revision. In addition, the law prohibits the use of “private payment” agreements between school districts and real property owners — side deals that have often been used to settle property tax disputes under the current law." [Read more...](#)

## [The Noncompete Neither Party Expected: The Judiciary's Role in Re-crafting Noncompetition Agreements to Protect Only Legitimate Business Interests of the Employer](#)

*Jim Grove weighs in on a recent ruling from the Court of Appeals for Cuyahoga County (Ohio) that rewrites an employer's noncompetitive agreement:*

"When it comes to the law governing the use of noncompetition agreements that restrict the future employment options of employees, legislative changes can be slow. On the federal level, the Freedom to Compete Act, Senate Bill 2375, introduced over one year ago to limit the future use of noncompete agreements and void existing agreements for non-exempt employees, remains stuck in Committee. Similarly, President Biden's Executive Order from July 2021, which encouraged the FTC to act to address noncompete agreements “and other clauses or agreements that may unfairly limit worker mobility,” has seen no results, perhaps in part due to the delayed confirmation of Alvaro Bedoya as the agency's fifth commissioner." [Read more...](#)

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If you have questions concerning any of the items discussed above or other immigration topics, please contact your attorney at [Nicola, Gudbranson & Cooper](#), (216) 621-7227.

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