



H.B. 442

127th General Assembly
(As Introduced)

**Reps. Letson, Foley, Yuko, Fende, Domenick, R. Hagan, Gerberry, Celeste,
D. Stewart, Mallory, B. Williams**

BILL SUMMARY

- Requires certain employers to allow a parent to exercise court-ordered parenting time without terminating employment, reducing pay, or taking other similar action against the parent.

CONTENT AND OPERATION

The bill allows an employee whose court-ordered parenting time coincides with the employee's regularly scheduled hours of employment to provide a copy of the schedule of parenting time to the employer. Upon receipt of the schedule, the employer must allow the employee to exercise parenting time according to the schedule. The bill prohibits an employer from terminating a parent's employment, reducing a parent's pay, or taking any other similar adverse action against a parent for exercising court-ordered parenting time.

The bill defines an "employer" as any of the following:

(1) Any person engaged in commerce or in any industry or activity affecting commerce who employs 50 or more employees for each working day during each of 20 or more calendar work weeks in the current or preceding calendar year;

(2) Any person who acts, directly or indirectly, in the interest of an employer to any of the employees of such employer;

(3) Any successor in interest of an employer;

(4) Any public agency, which is defined as an office, agency, department, bureau, or other governmental entity of the state or of a political subdivision of the state.

(R.C. 3109.054.)

HISTORY

ACTION

DATE

Introduced

01-22-08

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