



# Ohio Legislative Service Commission

## Bill Analysis

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### H.B. 361

129th General Assembly  
(As Introduced)

**Reps.** Letson, Gerberry, R. Hagan, Ramos, Yuko, Gentile

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## BILL SUMMARY

- Requires a railroad employer to allow a conductor or engineer who is a parent to exercise parenting time pursuant to a court order without terminating the parent's employment, reducing the parent's pay, or taking any other similar adverse action against the parent.

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## CONTENT AND OPERATION

### Employer's obligation to allow parenting time

Continuing law authorizes the court in a proceeding dealing with an alleged or adjudicated abused, neglected, or dependent child, a proceeding for a dissolution of marriage, divorce, legal separation, or annulment, or any proceeding pertaining to the allocation of parental rights and responsibilities for the care of a child to issue orders that grant, limit, or eliminate parenting time.<sup>1</sup> Under the bill, a parent who is employed by a railroad as a conductor or engineer who has been granted parenting time pursuant to an order issued under the laws governing juvenile courts or the laws governing domestic relations and children or by a court of competent jurisdiction of any other state may provide the parent's employer with a copy of the schedule of parenting time created pursuant to the order if parenting time coincides with the parent's regularly scheduled hours of employment. Upon receipt of the schedule, the employer must allow the parent to exercise parenting time according to the schedule. The employer may not terminate the parent's employment, reduce the parent's pay, or take any other similar adverse action against the parent for exercising the parenting time. If a collective bargaining agreement binding on the parent and the employer includes a

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<sup>1</sup> See, e.g., R.C. 2151.33(B)(1)(c) and 3109.04(A).

provision governing parenting time that conflicts with the bill's requirements, the collective bargaining agreement provision prevails.<sup>2</sup>

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## HISTORY

ACTION	DATE
Introduced	11-01-11

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<sup>2</sup> R.C. 3109.054.

