

As Introduced

**128th General Assembly
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H. B. No. 40

Representative Letson

**Cosponsors: Representatives Ujvagi, Hagan, Williams, B., Fende, Yuko,
Foley, Boyd, Celeste, Stewart, Domenick, Gerberry, Winburn, Patten, Mallory,
Luckie**

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A BILL

To enact section 3109.054 of the Revised Code to 1
require certain employers to allow a parent to 2
exercise court-ordered parenting time without 3
terminating employment, reducing pay, or taking 4
other similar action against the parent. 5

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That section 3109.054 of the Revised Code be 6
enacted to read as follows: 7

Sec. 3109.054. (A) As used in this section: 8

(1) "Public agency" means an office, agency, department, 9
bureau, or other governmental entity of the state or of a 10
political subdivision of the state. 11

(2) "Employer" means any of the following: 12

(a) Any person engaged in commerce or in any industry or 13
activity affecting commerce who employs fifty or more employees 14
for each working day during each of twenty or more calendar work 15
weeks in the current or preceding calendar year; 16

<u>(b) Any person who acts, directly or indirectly, in the</u>	17
<u>interest of an employer to any of the employees of such employer;</u>	18
<u>(c) Any successor in interest of an employer;</u>	19
<u>(d) Any public agency.</u>	20
<u>(B) A parent granted parenting time pursuant to an order</u>	21
<u>issued under Title XXI or XXXI of the Revised Code or by a court</u>	22
<u>of competent jurisdiction of any other state may provide the</u>	23
<u>parent's employer with a copy of the schedule of parenting time</u>	24
<u>created pursuant to that order if parenting time coincides with</u>	25
<u>the parent's regularly scheduled hours of employment. Upon receipt</u>	26
<u>of the schedule, the employer shall allow the parent to exercise</u>	27
<u>parenting time according to the schedule and shall not terminate</u>	28
<u>the parent's employment, reduce the parent's pay, or take any</u>	29
<u>other similar adverse action against the parent for exercising the</u>	30
<u>parenting time.</u>	31