

**As Introduced**

**127th General Assembly  
Regular Session  
2007-2008**

**H. B. No. 442**

**Representative Letson**

**Cosponsors: Representatives Foley, Yuko, Fende, Domenick, Hagan, R.,  
Gerberry, Celeste, Stewart, D., Mallory, Williams, B.**

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**A B I L L**

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

(b) Any person who acts, directly or indirectly, in the 17  
interest of an employer to any of the employees of such employer; 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 pursuant to section 3109.051 of the Revised Code may</u>	22
<u>provide the parent's employer with a copy of the schedule of</u>	23
<u>parenting time created under that section if parenting time</u>	24
<u>coincides with the parent's regularly scheduled hours of</u>	25
<u>employment. Upon receipt of the schedule, the employer shall allow</u>	26
<u>the parent to exercise parenting time according to the schedule</u>	27
<u>and shall not terminate the parent's employment, reduce the</u>	28
<u>parent's pay, or take any other similar adverse action against the</u>	29
<u>parent for exercising the parenting time.</u>	30