



# Ohio Legislative Service Commission

## Bill Analysis

Julie A. Rishel

### H.B. 179

130th General Assembly  
(As Introduced)

Rep. Bishoff

---

## BILL SUMMARY

- Requires an employer to allow an employee 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.
- Defines "employer" for purposes of the bill to mean any person engaged in commerce or in any industry or activity affecting commerce who employs 50 or employees for each working day during at least 20 or more calendar work weeks in the current or preceding calendar year, a person acting in the interest of an employer to any employees of the employer, a successor in interest to an employer, or any public agency.

---

## CONTENT AND OPERATION

### Employer's obligation to allow parenting time

Current 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 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 (see "**Definition of employer**," below) with a copy of the schedule of parenting time created pursuant to

---

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

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.<sup>2</sup>

### **Definition of employer**

The bill defines "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 that employer;

(3) Any successor in interest of an employer;

(4) Any public agency (an office, agency, department, bureau, or other governmental entity of the state or of a political subdivision of the state).<sup>3</sup>

---

## **HISTORY**

### **ACTION**

### **DATE**

Introduced

05-28-13

H0179-I-130.docx/jc

---

<sup>2</sup> R.C. 3109.054(B).

<sup>3</sup> R.C. 3109.054(A).

