



OHIO LEGISLATIVE SERVICE COMMISSION

Bill Analysis

Dan DeSantis

H.B. 468

132nd General Assembly
(As Introduced)

Reps. Perales and Boyd, Boggs, Craig, Holmes, Howse, Johnson, Kent, Miller, O'Brien, Retherford, Rezabek, Sheehy, Sprague, West

BILL SUMMARY

- Grants paid leave to full-time state employees, who are veterans, for the purpose of attending appointments to receive medical examinations or treatment provided by the United States Department of Veterans Affairs.
 - Limits the amount of paid leave to not more than 96 hours per calendar year.
 - Requires the Department of Administrative Services to adopt rules providing for a prorated leave credit for veterans who receive an appointment in a full-time permanent position after January 1st of a calendar year.
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CONTENT AND OPERATION

Paid leave entitlement

The bill entitles all full-time permanent state employees who are veterans to 96 hours of paid leave from work in each calendar year for the purpose of attending appointments in order to receive medical examinations or treatment provided by the United States Department of Veterans Affairs (see **COMMENT**). For such employees who are appointed after January 1 of a calendar year, the Department of Administrative Services is required to adopt rules providing for a prorated leave credit. All of these employees will also receive the current paid sick leave allowance (up to 80 hours per year, accruing by pay period)¹ that other full-time state employees receive.

¹ R.C. 124.382, not in the bill.

It appears that an entitled employee is granted the total 96 hours (or prorated amount) on January 1, or upon appointment, and may use it either all at once or throughout the year. Any unused leave cannot be carried over and will be forfeited at the end of the year.

Notice to employer and proof of use

The bill provides that the grant of paid leave is subject to the requirements for the employee to: (1) provide the employer "reasonable notice" before taking the leave and (2) provide satisfactory proof that the leave is used for the purpose of attending appointments to receive medical examinations or treatment through the United States Department of Veterans Affairs or its successor organization. The appointing authority must pay the employee at the employee's regular rate of pay for those regular work hours during which the employee is absent from work.²

COMMENT

For purposes of the bill, "veteran" means any person who has completed service in the armed forces, including the national guard of any state, or a reserve component of the armed forces, who has been discharged under honorable conditions from the armed forces or who has been transferred to the reserve with evidence of satisfactory service. See R.C. 5903.01, not in the bill.

Also, "full-time permanent employee" means an employee whose regular hours of duty total eighty hours in a pay period in a state agency and whose appointment is not for a limited period of time." See R.C. 124.382, not in the bill.

HISTORY

ACTION	DATE
Introduced	01-17-18

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² R.C. 124.1312.

