

Regarding Proposed HB-174: As an HR director I have seen many times employees, especially fathers fighting for equal parenting rights. These disputes often stem from false allegations and end up causing employees to be involved in contentious custody battles, especially when equal parenting is not the default. They need to take time off for court hearings, legal consultations, and this can result in higher absenteeism, lost productivity, and even turnover, as employees may leave jobs to accommodate court-mandated schedules or relocate to be closer to their children.

When judges have unchecked discretion rather than clear standards, outcomes for parenting schedules can be inconsistent and arbitrary. Employees may face sudden, unexpected changes to their custody arrangements, which disrupts their ability to plan work schedules, travel, and project commitments. This unpredictability increases stress and anxiety for everyone involved.

It seems to me that SB-174 makes Family Courts make this situation even worse, by explicitly removing parental rights from Ohio custody statutes. Wouldn't it be in the best interests of everyone to establish a consistent standard that can be administered equally across the state?

Thank you for your consideration of this testimony,

Sincerely,

Laurie Iulig